



About 90% of raw materials used by Symrise are of natural origin. To ensure their quality and availability, the company works closely with growers.



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Non-Financial Group Report

GENERAL DISCLOSURES

At the beginning of 2023, the European Commission's Corporate Sustainability Reporting Directive (CSRD) came into force. Its aim is to align financial and sustainability reporting. To this end, the European Sustainability Reporting Standards (ESRS) for the first time set out uniform and binding requirements to ensure that corporate reporting of environmental, social and governance (ESG) sustainability information is of a higher quality, as well as more reliable, detailed and comparable. As a large corporation of public interest, Symrise should actually already be affected by the CSRD as of fiscal year 2024. However, due to the current political situation in Germany, the CSRD was not transposed into German law in the past fiscal year and is therefore not directly applicable.

In view of this, Symrise has decided not to apply a globally recognized framework for the Non-financial Group Report (also referred to below as Sustainability Statements) to reflect the current legal situation. Previously, Symrise reported on its non-financial and sustainability-related performance in accordance with the GRI Standards for sustainability reporting. This past fiscal year was the first time that Symrise used the ESRS as a basis for determining materiality, assessing actual and potential negative and positive impacts, risks and opportunities (over short-, medium- and long-term time horizons) and describing its policies and actions. Symrise expects the ESRS to play a major role in the future, given that they are the reporting standards adopted by the European Commission. Information whose disclosure can be phased in over time in accordance with ESRS 1 will therefore not be reported until the mandatory reporting requirement takes effect.

Consistency with further globally recognized frameworks is shown in the appendix by means of mapping tables. These frameworks were not used to prepare the Sustainability Statements in the sense of the German Commercial Code (HGB). Symrise includes individual pieces of information by means of references. Both the mapping tables and the references are provided for information purposes only and do not form part of the Non-financial Group Report.

The topics covered in this Non-financial Group Report are divided into categories in reference to the ESRS: general disclosures along with topical environmental, social and governance standards. Since no sector-specific standards have been issued yet, Symrise is not making any disclosures in this regard. The topical standards each address one sustainability topic and are subdivided into topics, subtopics and, where applicable, sub-subtopics. These are collectively referred to as "sustainability matters."

On the basis of these standards, Symrise is publishing information on the material risks and opportunities arising from social and environmental issues, as well as on the material impacts of its activities on people and the environment (impacts, risks and opportunities, IROs). The Non-Financial Group Report has not been broken down to the level of sub-subtopics. None of the disclosures are contradicting the ESRS in any respect.

In principle, this means that Symrise bases the description of its policies, actions and targets on the structure and content of the minimum disclosure requirements set out under ESRS 2-MDR, and supplements that information with disclosures required by the topical standards. However, this does not apply to the reported metrics and parameters. For more information, please refer to the specific explanations under the individual topics. Should there be any additional deviations from the requirements of the topical ESRS, these are also explained within the respective topic. Material sustainability topics were determined by applying the concept of double materiality as required by ESRS 1. With regard to the sustainability matters contained in this Non-financial Group Report, Symrise complies with the applicable law and addresses the minimum aspects required by the CSR Directive Implementation Act in conjunction with a further-reaching relevance concept.

Topics reported on in accordance with the CSR Directive Implementation Act (CSR-RUG)

Matters according to CSR-RUG

Environmental matters

Assignment of material topics

- Impacts of climate change
- Energy consumption and mix and carbon footprint
- Water resources
- Biodiversity and ecosystem services
- Circular economy
- Reporting in accordance with Article 8 of the EU Taxonomy Regulation

Employee matters

- Our employees

Social matters

- Workers in the value chain
- Affected communities

Observance of human rights

- Our employees
- Workers in the value chain
- Reporting in accordance with Article 8 of the EU Taxonomy Regulation – Minimum safeguards

Anti-corruption and anti-bribery

- Anti-corruption and anti-bribery

Basis for the preparation of the Non-financial Group Report

This Non-financial Group Report 2024 was prepared in accordance with Sections 315b to 315c of the German Commercial Code (HGB). In addition, Symrise fulfills the requirements of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (referred to below as the EU Taxonomy Regulation). The reporting period for the Non-financial Group Report is the 2024 fiscal year.

In the Non-financial Group Report, Symrise presents its material sustainability topics, which are characterized by a high relevance for its business activities, and their impact on the following matters: environmental matters, employee matters, social matters, observance of human rights and anti-corruption and anti-bribery. Topics covered include environmental information, social information and governance information, along with their respective subtopics.

The scope of consolidation is generally the same as that used for the consolidated financial statements and the Group management report. Symrise exercises operational control over all fully consolidated subsidiaries and its joint ventures. It has no operational control over associated companies. The list of shareholders can be found in the consolidated financial statements under note 41. The scope of consolidation includes 111 companies with around 400 sites and branches that pursue different business purposes.

In some cases, policies and actions that apply to the entire Group may not yet have been fully rolled out to all shareholdings. This applies, among other things, to portfolio changes announced and/or implemented in the past fiscal year (acquisition of 51% of the shares in Vizag Care Ingredients Private Limited, Visakhapatnam/India, and the intended acquisition of further shares in the Probi Group to reach 100% ownership; for further details, please refer to note 2 of the consolidated financial statements). Because Symrise, until now, had to protect the interests of minority shareholders, Probi is currently still pursuing its own sustainability strategy, which is being gradually integrated into the Group. However, these policies and actions in no way contradict those described in these Sustainability Statements. Consequently, the disclosures on Group-wide policies and actions presented below include no further references to these differences, unless they are material from a Group perspective.

The corporate structure undergoes constant change. Fully integrating acquired shareholdings into the environmental monitoring system, which is focused on Symrise's production sites, into the analysis of value chains and into sustainability-related risk management is a very extensive process. For this reason, some minority interests or interests acquired in recent years have not yet been fully included in the report. Moreover, owing to local circumstances, some production sites have not submitted any environmental data. The same applies to production sites that are still in the process of being set up. Any such deviations, as well as exclusions of Group companies or production sites for other reasons than those stated above, are explained in detail at the beginning of the "Environmental information" and "Social information" sections and, where applicable, are indicated in the respective metrics. In addition, information is provided on the extent to which estimates have been used.

The upstream and downstream value chains have been included in both the determination of material topics and the description of the associated risks, opportunities and impacts. The same applies to key stakeholders and users of this statement. A detailed explanation can be found in chapters “Interests and views of stakeholders” and “Double materiality assessment and determination of disclosure requirements.”

The company is not exposed to any material sustainability-related risks arising from its own operations, business relationships, products or services that are highly likely to have serious negative impacts on the non-financial matters set out in Section 289c of the German Commercial Code (HGB). Symrise understands a sustainability-related risk with a negative financial impact to be a risk as defined in Annex 2 of the ESRS.

Symrise has also made use of the option to omit certain information relating to intellectual property, know-how or the results of innovations. Corresponding explanations can be found under the relevant subtopics. Symrise has not, however, made use of the option to omit unfavorable information (Section 289e of the German Commercial Code (HGB)).

As a general rule, Symrise applies the definitions of short-term (less than one year), medium-term (more than one and less than five years) and long-term (more than five years) time horizons set out in ESRS 1.6.4, since these match both the financial accounting practices and the internal control horizons. When it comes to analyzing environmental risks and opportunities, however, Symrise adopts a different long-term horizon, taking a 10- to 25-year view to analyze the long-term risk and opportunity potential for Symrise over the next decade or quarter century; which is in line with the EU’s net zero strategy.

In some places, Symrise makes use of estimates and assumptions that may influence the degree of accuracy. This applies in particular to information regarding the value chain and the calculation of greenhouse gas emissions. The data is based on historical figures and forecasts as well as information on the economic conditions in the industries or regions in which Symrise or its customers operate. If these conditions change, this could also affect the estimates and assumptions made, which is why they are reviewed when necessary. Where reported metrics or parameters include information or data from the value chains, their basis and impact, as well as any planned actions, are explained.

The Non-financial Group Report was prepared by the Executive Board on March 12, 2025, as a separate section of the Group management report and then submitted to the Audit Committee of the Supervisory Board to be reviewed and approved. PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft (PwC) was commissioned to perform a voluntary limited assurance engagement on the Non-financial Group Report for the period from January 1, 2024, to December 31, 2024. In fiscal year 2023, all of the sustainability information marked as such was audited by DQS CFS GmbH – Deutsche Gesellschaft für Nachhaltigkeit in accordance with the AA1000 Assurance Standard. PwC has not audited this information or any developments presented on the basis of these figures. The respective information is not specifically marked in this report.

Sustainability-related strategy, business model and value chain

For information on the sustainability-related strategy, business model and value chain, please refer to the chapter “BASIC INFORMATION ABOUT THE SYMRISE GROUP” in the Group management report. The most important non-financial performance indicators are presented in the economic report in the “Value-oriented management” chapter and in the outlook in the “Future company development” chapter.

Interests and views of stakeholders

Symrise actively engages with stakeholders worldwide, whether they be customers, employees, shareholders, creditors, neighbors, politicians, non-governmental organizations or business partners. The company can only develop the best possible solutions if it is aware of the needs and interests of its key stakeholders. It addresses the most important concerns of its key stakeholders through established processes and clear responsibilities as well as through its reporting. The selection of stakeholders is based on the recommendations of the AA1000 Stakeholder Engagement Standard.

Symrise employs both internal and external formats and channels to maintain a lively dialogue with its stakeholders. In 2022, the company conducted a broad-based materiality assessment. As part of this process, Symrise identified the expectations and recommendations of its stakeholders in a series of surveys and interviews.

Ongoing exchange with employees, for example through regular performance reviews, also provides important suggestions for improvement. The company assesses its strengths and weaknesses through regular employee surveys.

Since 2011, Symrise is using the SEDEX platform to engage in dialogue with numerous raw materials suppliers on ethical, environmental, safety and health issues. Roadshows and innovation days keep customers and investors around the world informed about current developments.

The company takes the concerns of neighbors at its sites very seriously and keeps them informed by whatever means are available locally. At the company's headquarters in Holzminden, for example, various communication channels are used to communicate with the local community, such as publishing articles in the local press. The company also takes a proactive approach to communication measures here – one example being the creation of a site-specific incident flyer. The flyer can be accessed at any time via the website and contains information for direct neighbors and nearby residents so that they can react appropriately in the event of an incident.

As well as maintaining a regular exchange of information with non-governmental organizations, the company has also entered into strategic partnerships on specific topics (including biodiversity) with such organizations as the GIZ, Rainforest Alliance and UEBT in order to generate sustainable value for society and the environment. The expectations stakeholders have shared via these interactions inspire the company and form the basis for its work.

Symrise cultivates a particularly close dialogue with the company's shareholders, investors, proxies and rating agencies in the area of sustainability. Such rating agencies as MSCI, Sustainalytics and ISS ESG have a high degree of quality and a major impact for the company regarding the communication of its ESG performance to investors. In addition, internationally recognized institutions such as CDP, EcoVadis or SEDEX regularly evaluate the company's sustainability performance. This is important because both customers and investors have an interest in Symrise continuously improving its sustainability performance. Only then can the company make its business processes more transparent and better assess the opportunities and risks of its business activities.

Double materiality assessment and determination of disclosure requirements

Material impacts, risks and opportunities (IROs) are assessed on the basis of double materiality. These are impact materiality and financial materiality. They form the basis for the sustainability information that a company is required to provide in its Sustainability Statements in accordance with the CSRD. A sustainability matter is therefore material if it meets the criteria for impact materiality, for financial materiality or for both:

Impact materiality: The undertaking's business activities have or are likely to have significant positive or negative impacts on people or the environment, whether in the short, medium or long term. This extends to impacts of the undertaking's own operations as well as those of its upstream and downstream value chain – including products, services and business relationships. In this context, business relationships refer not only to direct contractual relationships, but also to the entire value chain.

Financial materiality: A sustainability matter has or is likely to have a material financial impact on the undertaking. This is the case if there are risks or opportunities that have or are likely to have a significant short-, medium- or long-term impact on the undertaking's development, financial position, financial performance, cash flows, access to financial resources or capital costs.

Since this Non-financial Group Report has been prepared in reference to ESRS, the principle of double materiality does not lead to an immediate obligation for Symrise to report on each sustainability matter identified as material in reference to ESRS 1 AR 16. In line with the requirements of the German Commercial Code (HGB), the topics identified have been summarized into the matters outlined in the chapter "Derivation of material sustainability matters." This involved an overall assessment that took into account the relevance of the individual topics and any actions already taken.

Determination/preparation of the IRO inventory and evaluation

The materiality assessment in reference to ESRS 1 that Symrise conducted for the 2024 reporting year builds on the existing materiality assessment for the 2022 fiscal year. For this purpose, the company had involved both internal and external stakeholders in an extensive process. The basis for this was an analysis of international frameworks and what they require in terms of content – including the Global Reporting Initiative (GRI), the Sustainable Development Goals (SDGs), the EU taxonomy and a peer group benchmark. The topics identified then underwent a materiality assessment that included various online surveys and qualitative interviews, through which the social and environmental impacts of Symrise as well as the relevance to its business were evaluated. These surveys and interviews were conducted with Symrise employees and executives worldwide, as well as with the Executive Board and representatives of key external stakeholders including customers, investors and members of civil society. The results of the materiality assessment were discussed and validated by the Symrise Sustainability Board and subsequently approved by the Executive Board.

For this assessment, Symrise first created an inventory of potentially relevant sustainability topics and their associated impacts, opportunities and risks, taking into account the company's activities and dependencies worldwide. As a first step, this involved consolidating the sustainability matters that Symrise had already identified in previous materiality assessments, the (sub-)subtopics covered in the topical ESRS and frameworks such as the GRI or the industry standard of the Sustainability Accounting Standards Board (SASB) into a comprehensive list.

In the second step, actual and potential impacts, risks and opportunities (IROs) were identified and described for each of these topics. During this process, Symrise identified both positive and negative impacts associated with its business activities or business relationships along the entire value chain. The company also identified sustainability-related risks and opportunities, including those arising from dependencies on natural, human and social resources. The assessment was carried out on a gross basis and drew on the company's own analyses, such as the results of the human rights risk analysis, product-specific environmental declarations and Symrise's risk inventory. In addition, Symrise conducted research on IROs that are typical for the industry, based on the following main criteria:

- Examination of Symrise's business activities and direct and indirect business relationships worldwide and along the entire value chain. This also took into account specific activities, business relationships and regional aspects whose potential or actual impacts are known to Symrise because they were identified in the course of the due diligence process.
- Consideration of affected stakeholders and users of sustainability information by Symrise experts who are in contact with them
- Check for completeness by matching the IROs with Symrise's risk management
- Examination of possible dependencies by deducing opportunities and risks from positive and negative impacts and grouping them into topical clusters

As a result, an inventory of over 350 potentially relevant IROs related to the ESRS (sub-)subtopics was created and validated by experts from different areas of the company.

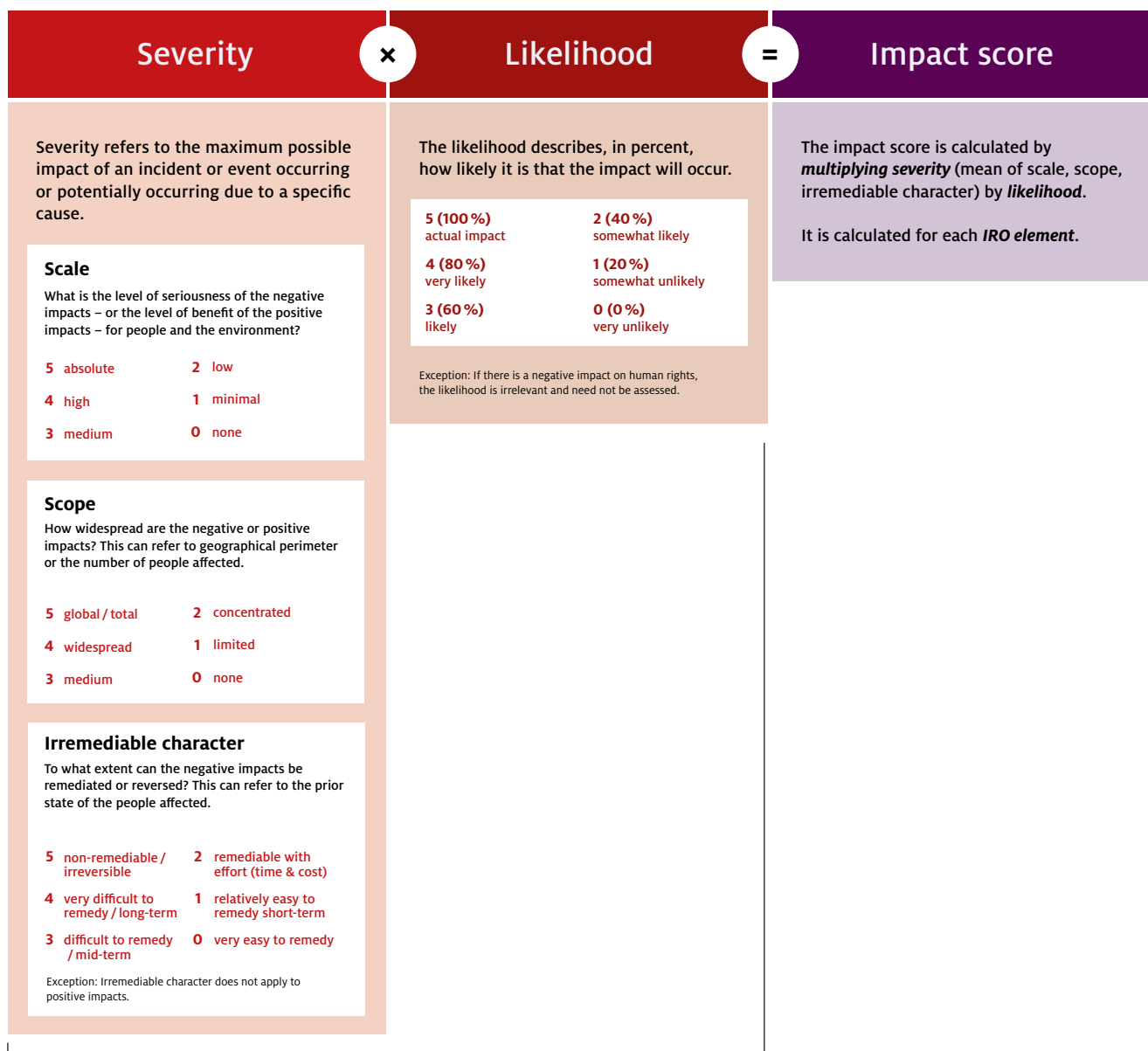
Finally, Symrise evaluated the individual IROs of the inventory to determine the material sustainability matters. This was done in reference to ESRS requirements and the IG 1: Materiality Assessment Implementation Guidance of the European Financial Reporting Advisory Group (EFRAG). According to EFRAG, there are different approaches for assessing positive and negative impacts as well as opportunities and risks.

Symrise had already defined parameters and criteria for assessing the material impacts, risks and opportunities (IROs) in advance. All IROs relate to a specific time horizon: short-term, medium-term or long-term. Based on these dimensions, Symrise assessed when a specific IRO element is likely to materialize to the full extent. Each IRO element, regardless of the type, was rated on a scale of 0 to 5, with qualitative definitions of the individual scale values. The cut-off for being considered material was set at greater than or equal to 3. All assumptions made for

the gross assessment of impacts and opportunities are based on internal environmental, social and business data and analyses, as well as on the findings of well-founded external studies.

To determine impact materiality, the severity of each impact was assessed based on defined criteria – for positive impacts based on the scale and scope, and for negative impacts additionally based on their irremediable character. The severity reflects the mean value of the individual parameters. Where actual impacts

Impact assessment: definitions and parameters



Symrise experts evaluate these four parameters for each impact element.

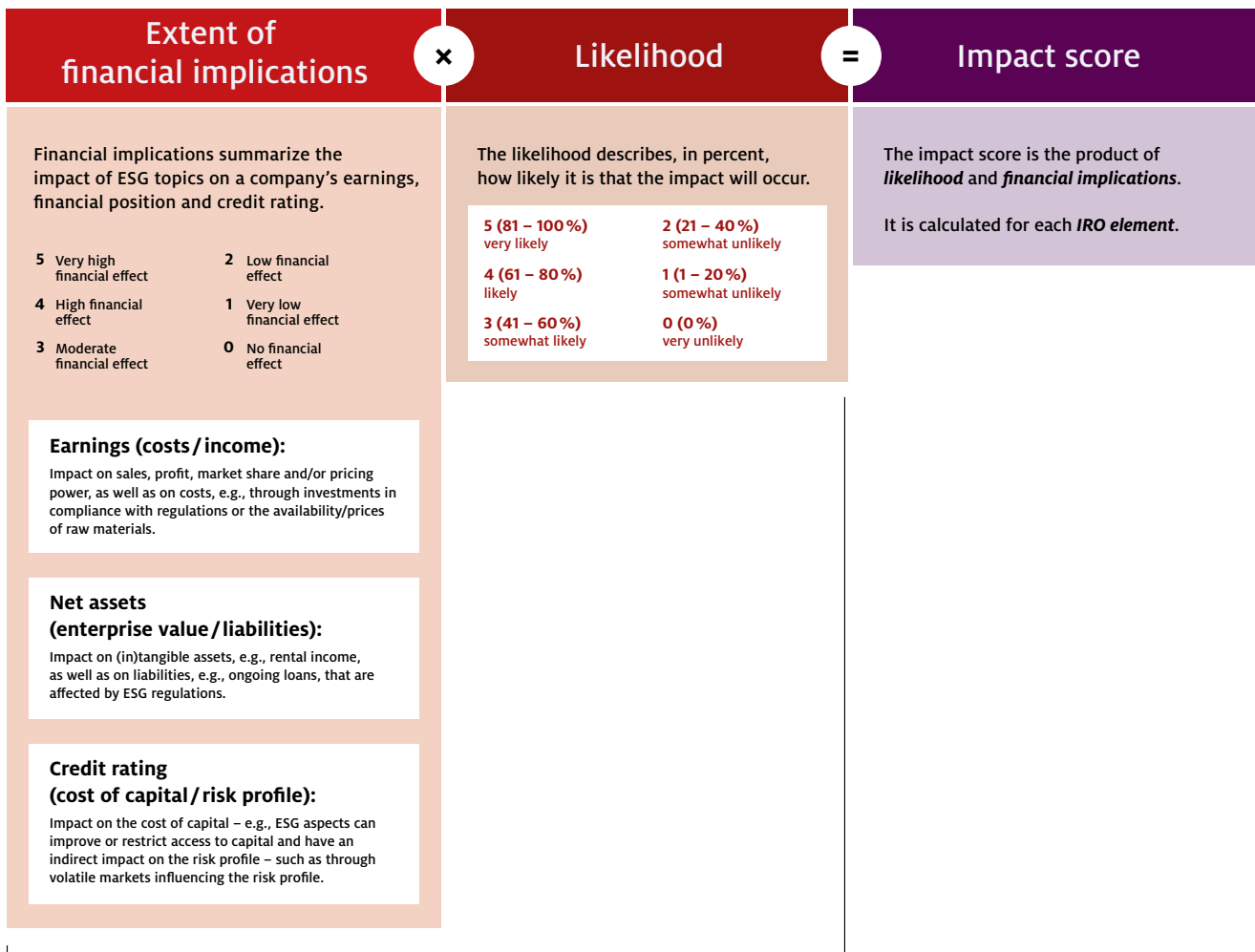
were concerned, the assessment was based on severity; for potential impacts, likelihood was also taken into account. To this end, the severity was multiplied by the likelihood. The three factors of scale, scope and irremediable character, as well as the likelihood, were assessed for each impact, taking into account various internal stakeholder perspectives. From this, the mean value was derived. In cases where these assessments differed greatly from one another or were close to the threshold, the assessment was additionally validated.

The assessment of risks and opportunities took into account the extent of the financial effects and their likelihood on a net basis. Financial effects included impacts on the operating result (EBIT) and the risk profile. In line with the methodology for assessing

potential impacts, opportunities and risks were assessed by multiplying the value of the respective financial effect by the likelihood.

Risk Management and other relevant internal stakeholders at Symrise evaluated the parameters for each risk and opportunity element. In doing so, they followed the established opportunity and risk management logic (for further details, please refer to chapter "OPPORTUNITY AND RISK REPORT"). The scale used for financial effects in the materiality assessment is the same as that used for the EBIT impact. A very low risk (I) thus corresponds to a very low financial impact (1). The same logic applies to the other risk scales II-V and 2-5.

Assessment of risks and opportunities: definitions and parameters



Symrise experts evaluate these two parameters for each risk and opportunity element.

Since different criteria and time horizons have to be considered in the evaluation, the double materiality assessment, which was carried out in reference to ESRS for the first time, was conducted in parallel to the established risk management processes. The results of the materiality assessment were validated by various expert groups at Symrise and approved by the Executive Board and Supervisory Board. They will be reviewed on an annual basis.

Derivation of material sustainability matters









The materiality thresholds serve as a link between the evaluated IROs and Symrise's material sustainability matters. If an impact, risk or opportunity has received a score that is above or, in some cases, equal to the set threshold, the associated subtopic becomes material for Symrise based on this gross score. From Symrise's point of view, sustainability-related topics cannot be considered in isolation, but interact strongly with each other. The level of detail and the information to be published depend on whether the topic is identified as relevant and reportable. This process involved an evaluation of the individual topical disclosure requirements under the ESRS with regard to

- their significance compared with other disclosure requirements in order to avoid information overload,
- their actual usefulness as a basis for decision-making for users of the Sustainability Statements, and
- their appropriateness in the context of the business model and the value chain, in the absence of sector-specific standards.

Consequently, the following summarized sustainability topics have been identified as relevant, taking account of the minimum matters set out in the German Commercial Code (HGB), and are therefore addressed either explicitly or implicitly in the Sustainability Statements:

- Environmental matters
 - Impacts of climate change
 - Water resources
 - Biodiversity and ecosystem services
 - Circular economy
- Employee matters: Our employees
- Social matters and observance of human rights: Stakeholders in the value chain
- Anti-corruption and anti-bribery
- Corporate Governance

Material sustainability matters

 <p>Impacts of climate change</p>	 <p>Water resources</p>	 <p>Biodiversity and ecosystem services</p>	 <p>Circular economy</p>
 <p>Employee matters</p>	 <p>Social matters</p>	 <p>Observance of human rights</p>	 <p>Anti-corruption anti-bribery</p>

The key sustainability matters that impact Symrise have been broken down into four pillars: Footprint, Innovation, Sourcing and Care.

Material impacts, risks and opportunities and their interaction with strategy and business model

The fundamental aspects of Symrise's business model are not affected by the impacts, risks and opportunities identified in the materiality assessment. However, the way in which Symrise prepares for future challenges is largely influenced by the corporate strategy, which was updated and set out in more detail in the 2024 fiscal year. Further information on this can be found in the "Strategy" chapter.

The Executive Board is responsible for sustainability at the executive level, while the CSO oversees the (further) development of the integrated corporate strategy and reports directly to the Executive Board. All topics identified as material in the materiality assessment are either incorporated directly into the corporate strategy or are already firmly anchored elsewhere, for example in the HR Management. Both the integrated corporate strategy and its implementation at the operational level rest on our established quality, environmental and energy management system, which is certified to ISO standards 9001, 14001, 26000 and 50001.

The table below provides an overview of some of the most important opportunities, risks and impacts identified in the course of the materiality assessment. How the identified material topics, opportunities and risks interact with the corporate strategy and business model is explained in detail in the sub-topics of the Sustainability Statements.

Topic	Material opportunities and risks	Material positive impacts	Material negative impacts
Impacts of climate change	<p>New government regulations and rising costs for climate risk adaptation could lead to higher operating or production costs.</p> <p>Climate-related phenomena may disrupt global supply chain and lead to a loss of sales.</p>	Involvement in associations and knowledge sharing support the industry's transition to a low-carbon economy.	<p>Energy-intensive production processes at the company and in the supply chain due to high quality requirements for purchased products</p> <p>Greenhouse gas emissions in our own production (Scope 1 and 2) and in the upstream value chain contribute to global warming</p> <p>Measures to adapt to climate risks, such as site closures or changes to the supply chain, could have a negative impact on customers, suppliers and communities.</p>
Water resources		Participation in collaborative multi-stakeholder initiatives on responsible water stewardship	<p>Pollution of water as a result of unintentional discharge of contaminants (e.g., through leaks) at our own production sites and in the supply chain</p> <p>Contribution to water scarcity through withdrawal of water for production processes, especially in arid regions</p>
Biodiversity and ecosystem services	<p>Increasing scarcity and rising prices of key raw materials lead to higher costs and can cause delays, disruptions and a loss of sales.</p> <p>High costs due to operational disruptions caused by natural disasters, water scarcity and other secondary effects of climate change</p> <p>A loss of ecosystem services, such as water provision and filtration, could lead to higher production costs or downtime.</p>	Supply chain investments can improve environmental conditions, optimize sourcing and enhance living conditions for local communities.	<p>Sourcing of raw materials in the upstream value chain has a negative impact on biological diversity.</p> <p>Sourcing of palm oil contributes to deforestation.</p> <p>Secondary effect on biodiversity loss due to contribution to climate change</p>
Circular economy		<p>Disruptive technologies and innovative business models can help customers reduce their waste worldwide.</p> <p>An innovative product portfolio contributes to consumer health and a smaller environmental footprint, e.g., through biodegradable capsule packaging that reduces microplastic waste.</p>	
Our employees		<p>Promotion of lifelong learning and professional growth through targeted training and development opportunities to help maintain employability worldwide</p> <p>Actions to promote diversity and the visibility of marginalized groups foster inclusion and integration in the workplace and the world.</p>	<p>Work-related accidents can result in physical injuries that impact employees' lives or, in the worst case, can be fatal.</p> <p>Certain workplace conditions (e.g., exposure to machines, pollutants or high temperatures) may put employees at risk of chronic illnesses and impairments.</p>



Topic	Material opportunities and risks	Material positive impacts	Material negative impacts
Stakeholders in the value chain	Controversies about the use of child labor can have a negative impact on Symrise's reputation.	<p>Freedom of employment impacts the living and working conditions of workers.</p> <p>Measures to promote diversity and the visibility of marginalized groups in the operations of our supply chain business partners contribute to greater diversity, inclusion and global integration in the workplace.</p> <p>Training and partnerships can help workers in the operations of our supply chain business partners to develop their skills.</p>	<p>Child labor deprives children of education and a normal childhood, perpetuates poverty and inequality, and increases the risk of physical, emotional and financial abuse.</p> <p>Insufficient wages that do not cover living expenses can lead to poverty, few opportunities for social participation, limited access to humane and affordable living space as well as health issues due to the necessity to take on secondary employment.</p> <p>Inappropriate working hours can have a negative impact on the well-being, productivity and living conditions of workers.</p> <p>Poor health and safety practices in the workplace can lead to physical and/or psychological (chronic) impairments and, in the worst case, to fatalities.</p> <p>A low percentage of workers covered by collective bargaining agreements and violations of workers' rights to freedom of association and collective bargaining lead to inequalities in working conditions and wages, especially in countries/sectors where labor rights are not protected by law or are restricted.</p> <p>Unequal wages for the same work (gender pay gap) and gender-specific stereotypes lead to social inequality with negative financial and societal impacts.</p> <p>Violence, harassment (including inhumane treatment) and discrimination in the workplace impact the living and working conditions of workers in the operations of our supply chain business partners.</p>
Governance information		<p>Clarity in the selection and communication of core values, along with appropriate training, strengthens employees' sense of responsibility and helps prevent negative environmental and social behavior.</p> <p>A positive culture promotes employee well-being and satisfaction by strengthening the sense of belonging and purpose.</p>	

Symrise Sustainability organization

Sustainability, in all of its many facets, is a major part of the company's business model, strategy and purpose. This mindset has been ingrained in the Group for years: through committees, structures and dedicated employees.

In recent years, Symrise has collected, analyzed and evaluated key sustainability matters for the Group. The company bundles the different topics into the four pillars of environmental protection (Footprint), sustainable innovation (Innovation), raw material sourcing (Sourcing) and employees and society (Care). On this basis, Symrise has formulated specific targets and ambitions for each pillar that are directly related to the material topics and that are derived, among other things, from the 17 Sustainable Development Goals (SDGs) of the United Nations. Thanks to these topics being closely intertwined with the business model, which relies heavily on the circular economy, Symrise is able to combine economic success with sustainable corporate governance and broad public acceptance.

Employees at Symrise are urged to reevaluate their work processes in terms of efficiency, safety and resource conservation, and to develop ways to improve them. A global network of more than 150 Sustainability Ambassadors carries out targeted initiatives on energy and waste management, climate, water and environmental protection, and occupational health and safety at the company's business locations. In addition, managers are responsible for integrating sustainability into their teams. Sustainability is also a factor in the individual targets of all senior executives, including the members of the Executive Board. This enables Symrise to vigorously apply its sustainability strategy in all divisions.

To complement the work performed by individual teams at all business locations, Symrise has structured the Group in a way that further advances sustainability.

The global and cross-business **Symrise Sustainability Board** is comprised of the sustainability officers for the business segments Taste, Nutrition & Health and Scent & Care; one representative each from the staff departments Human Resources, Finance/Investor Relations, Corporate Communications and Corporate Sustainability; and the Head of the Responsible Sourcing Steering Committee. The board meets several times a year and is led by the CSO. The Sustainability Board ensures that topics relevant to sustainability and issues important to key stakeholder groups along the entire value chain are taken into consideration. It also discusses the sustainability targets that are to be achieved directly in the company's individual divisions. Symrise plans to further improve collaboration in the area of sustainability in 2025 by establishing a fully integrated Group-wide function. Direct responsibility for strategy lies with the

Executive Board of Symrise AG, which receives reports on the progress of all sustainability activities.

There are also project groups for individual topics related to sustainability. For example, to implement the Low Carbon Transition Plan, a **Transition Core Team** has been formed that reports directly to the Executive Board. The **Responsible Sourcing Steering Committee (RSSC)** is a decision-making body made up of representatives of the segments and Corporate Sustainability. It develops the strategy for observing due diligence requirements and implementing processes. The aim of the RSSC is to establish a coherent, sustainable and continually evolving management system for responsible procurement in order to make Symrise's supply chains more resilient by complying with environmental and human rights standards.

In fiscal year 2024, after consulting with both internal and external stakeholders, Symrise recognized an opportunity to improve its sustainability program by setting up a sustainability organization that aligns with the needs of the value chain. For the past few months, Symrise has therefore been following an advisory project management approach under the leadership of Dr. Isabella Tonaco, working from within the organization on an operating model that will lead to the creation of a new sustainability team at Symrise. As part of these efforts, Symrise appointed Dr. Isabella Tonaco as the new Chief Sustainability Officer effective January 1, 2025. She will lead the ONE Sustainability organization and report directly to Dr. Stephanie Coßmann in this role. Dr. Tonaco will succeed Bernhard Kott, SVP Corporate Communications, after a transition period of six months. Mr. Kott will then take on the role of a senior advisor and work with the team to establish the Symrise Sustainability Advisory Board.

For the sustainability matter of corporate governance, please refer to the "Management and oversight" chapter in the Group management report, the topic section "GOVERNANCE INFORMATION" and, for further details, to the corporate governance statement. The statement is publicly available on the Symrise AG website under: <https://www.symrise.com/corporate-governance-statement>.

Environmental information

114 ⊖

Impacts of climate change

129 ⊖

Water resources

134 ⊖

Biodiversity and ecosystem services

145 ⊖

Circular economy

156 ⊖

Reporting in accordance with Article 8
of the EU Taxonomy Regulation



ENVIRONMENTAL INFORMATION

The corporate structure undergoes constant change. Fully integrating acquired shareholdings into the environmental monitoring system, which is focused on Symrise's production sites, into the analysis of value chains and into sustainability-related risk management is a very extensive process. For this reason, some minority interests or interests acquired in recent years, such as GROUPE NÉROLI AND ROMANI or the GIRAFFE FOODS Group, have not yet been fully included in the environmental information. Moreover, owing to local circumstances, two production sites have not submitted any environmental data. The same applies to production sites that are still in the process of being set up. Should Group companies or production sites have been excluded for any other reasons than the above, that fact is explained in the relevant chapters and, where applicable, indicated in the respective metrics.

Impacts of climate change

Like other manufacturing companies, Symrise causes direct and indirect greenhouse gas (GHG) emissions that contribute to global warming. This has many adverse impacts on nature, the

economy and society. Symrise aims to make a significant contribution to climate change mitigation in its industry and has therefore set itself specific reduction targets all along the value chain. The company is working on many fronts to achieve this: It is reducing its greenhouse gas emissions by improving energy and process efficiency, as well as using renewable energies and lessening the environmental impact along the supply chain.

The relevant climate-related impacts, risks and opportunities for Symrise were determined and evaluated in the course of the materiality assessment. This assessment was supplemented by a strategic analysis of climate change opportunities and risks to further explore the material climate-related topics. Symrise's reporting on its climate transition plan and the associated key strategies, actions and ambitions is in reference to ESRS E1. The metrics have also been determined in reference to ESRS E1-5 to E1-8. Expected financial implications in reference to ESRS E1-9 have been omitted.

Symrise has identified the following material impacts, risks and opportunities (IROs) in the climate and energy area:

Topic	Material risks/opportunities	Material positive impacts	Material negative impacts
Climate change mitigation		Involvement in industry associations and initiatives for climate change mitigation can lead to a reduction in greenhouse gas emissions by other companies.	Greenhouse gas emissions produced by the company's own production processes and by the upstream and downstream value chain contribute to global warming.
	Physical climate risks and new or amended government regulations could have adverse effects on Symrise's market position: Changes to operating procedures and higher adaptation costs at sites could lead to rising operating or production costs.		Global efforts to adapt the company's processes or sites could have adverse or disruptive effects on customers, suppliers or communities.
	Climate-related phenomena (e.g., flooding, water scarcity, pollution, resource scarcity) may disrupt global supply chains and cause sales losses.		
Climate change adaptation			Energy-intensive production processes at the company and in the supply chain due to high quality requirements for purchased products
Energy			

In 2022, Symrise incorporated climate change mitigation as an integral part of the Executive Board remuneration system. The Supervisory Board set specific financial and non-financial performance criteria for the 2024 fiscal year, which are based, among other things, on a reduction of greenhouse gas emissions. Climate-related considerations are thus directly tied into the remuneration structure, with both financial and sustainability targets taken into account. For further details, please refer to the chapter “Integration of sustainability-related performance in incentive schemes.”

Strategic analysis of climate change opportunities and risks in the context of production sites and along the value chain



In this chapter, Symrise is reporting in reference to ESRS. The main topics covered here are Symrise’s policies, actions and targets in relation to climate change adaptation. Given the highly complex nature of the subject area, Symrise started out by conducting an extensive analysis of the topic in the 2024 fiscal year. More detailed analyses will follow on this basis. Consequently, many of the requirements under the ESRS are not being reported on at present. While an initial climate change risk analysis has

been carried out, no detailed resilience analysis has yet taken place. This can be explained by the fact that a significant proportion of the actions are still in the design and planning phase and will therefore be implemented in the medium term. To a substantial degree, the implementation of the outlined actions also requires the cooperation of service providers, suppliers and customers. Symrise therefore has only limited influence on the extent to which the outlined actions can actually be implemented.

Classification of material opportunities and risks

Due to the progression of climate change, Symrise is exposed to both acute and long-term (chronic) physical as well as transition risks and opportunities that affect the company’s sites and installations around the world in different ways.

In terms of physical climate risks, Symrise analyzes chronic risks associated with extreme temperatures, along with water risks, on the one hand, and acute risks posed by forest fires, droughts, coastal flooding, tropical cyclones, heavy rainfall events and river flooding on the other – separately for each production site (location). Other physical climate risks cannot be considered at present given our analysis software’s current technical limitations with regard to modeling.

As part of the transition risk analysis, we consider and evaluate risks related to carbon pricing, environmental regulations and climate-related litigation, potential damage to reputation, the use of new technologies and changes in market behavior for each location. A cornerstone of the Group’s business model and its future business success consists of analyzing these gross risks and opportunities in different time horizons (short-, medium- and long-term) and in different climate scenarios.

The time horizons are defined as follows: short-term up to one year, medium-term up to five years and long-term up to either 10 or 25 years. In the context of the scenario analysis, the most relevant scenarios for the Symrise Group are the combined worst-case projections, i.e. the high (RCP8.5/SSP5-8.5) and the low (RCP2.6/SSP1-2.6) scenarios for both physical and transition risks.

The key elements of these climate scenarios are shown in the following diagram:

Process	Physical risks	Transition risks
Scenario analysis	High (RCP8.5/SSP5-8.5)	Low (RCP2.6/SSP1-2.6)
Global average temperature increase until 2100	3.3 – 5.7° Celcius	1.3 – 2.4° Celcius
Intensity of mitigation measures	Very low	Very high
Description	Tripling of today’s greenhouse gas emissions by 2075	Achievement of net zero 2050 targets (Paris Agreement)

Symrise aims to use these worst-case scenarios to identify the maximum level of potential damage that could occur at each site over different time horizons.

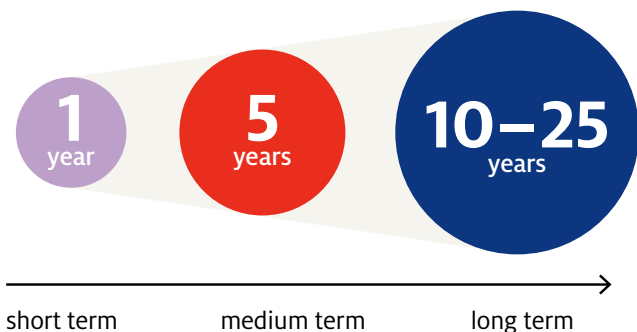
The aim is to identify risks at an early stage and take preventive actions to protect existing sites and local investments and to turn risks into opportunities. These actions result in net risks. Symrise aims to carry out a follow-up resilience analysis.

From Symrise’s perspective, analyzing risks and opportunities with regard to climate change is just as important for existing and leased sites as it is for new investments at these sites and for planning new production (greenfield projects), research and development or warehouse locations. In the future, the results of these analyses will be incorporated into the overall economic assessment and thus into the decision-making process and the approval of the relevant project by the Executive Board and the Supervisory Board.

Likewise, Symrise strives to establish processes for analyzing climate change risks and opportunities in the context of market analyses conducted prior to planning company acquisitions (M&A projects) so that the results can be duly implemented. Once implemented, these analyses will be an integral part of the due diligence process for M&A activities and must also be approved by the Executive Board and Supervisory Board.

Owing to the business models of its two segments – Taste, Nutrition & Health and Scent & Care – the Symrise Group is highly dependent on global raw material sources in the upstream value chain. Many of these raw materials originate from farming and forestry and are thus directly or indirectly affected by climate change. That is why Symrise regularly reviews its raw material sources and, except in the case of a few unique suppliers, strives to implement a two-supplier strategy wherever the market situation allows. This is part of the purchasing organizations’ risk management. In response to climate change, Symrise has expanded its existing analysis of raw material sourcing to include an analysis of the future availability of raw materials in different countries of origin and under different climate

Scenario analysis



scenarios. The analysis is part of the company's strategic risk management and serves to identify future risks that could affect the sourcing strategy. This enables Symrise to develop preventive adaptation and mitigation strategies and establish them sustainably to safeguard the business model.

As a B2B supplier for the consumer goods and food industry, Symrise is also exposed to climate-related risks in the downstream value chain, particularly in the context of distribution (supply chain from production to the B2B customer). In addition, the company faces risks related to transport and product requirements on the part of customers. In connection with climate change, there is a particular focus on greenhouse gas emissions (primarily the carbon footprint) and customer expectations regarding the development of low-emission, natural products.

Analysis of climate change risks and opportunities as a starting point for strategic considerations regarding existing production plants

The climate change impact analysis, which covers existing production sites and takes into account various observation periods (short, medium and long term) and different climate scenarios, is an important part of Symrise's strategic planning. It is critical to the company's future business success and to safeguarding its business model.

The insights gained from this analysis make it possible to plan and implement countermeasures at an early stage. Through the effective management of adaptation and mitigation measures, we aim to adapt our existing production sites to the effects of climate change while actively reducing greenhouse gas emissions.

Strategic anchoring in decision-making processes in the context of investment processes and M&A activities

At Symrise, economic considerations always include an analysis of the risks and opportunities associated with climate change. The analysis, along with other economic aspects, is a component of Symrise's decision-making processes and plays a key role in the future success of the company.

This is also reflected in investment decisions. In the medium term, Symrise aims to establish a mandatory risk and opportunity analysis on the possible effects of climate change before new production sites are planned and built. As of a threshold of € 10 million, investments in new or existing production facilities operated by Symrise itself (sites) should also take future climate change factors into account. Efforts are under way to integrate this requirement into the existing investment guidelines.

Going forward, companies earmarked for acquisition are to be analyzed even more closely with respect to climate change impacts. The results must then be incorporated into the acquisition decisions.

Strategic embedding of collaborative value chains in the context of climate change

Analyzing the opportunities and risks associated with climate change in the upstream and downstream collaborative value chains is an important step in securing and further expanding Symrise's business model.

Since the 2024 fiscal year, Symrise has supplemented its existing Responsible Sourcing Strategy with a raw materials portfolio analysis for the upstream value chain. The analysis examined the potential threats that climate change poses to the cultivation and delivery areas of raw materials produced through farming and forestry. Due to the size and diversity of the raw materials portfolio, this analysis is an ongoing process that has not yet been completed. Its results are continuously incorporated into the global sourcing policies.

In addition, Symrise continuously analyzes the possible impacts of climate change on direct suppliers based on their production locations. The ten to twenty most important suppliers in terms of purchasing volume for each supplier product and Symrise division are examined in order to strategically optimize the upstream supply chain and thus avoid climate-related disruptions.

Moreover, Symrise continuously analyzes the most important global logistics hubs for the distribution of its goods, examining the ten most frequently used airports by air freight in kilograms as well as the most important seaports by number of shipped containers. The results are incorporated into the long-term planning for Symrise's logistics networks.

Finally, the company analyzes the ten to twenty most important key accounts for each division – based on sales volume in euros and the location of the production plant – in the downstream value chain for possible climate-related impacts. This analysis helps Symrise adjust its strategic planning in case production sites need to be relocated due to climate-related changes, which would indirectly affect the company.

Realization of the identified potential opportunities and actions for managing risks in the context of production sites and along the value chain

Value-adding actions at production sites

On the basis of an initial climate change opportunities and risk analysis, the company examined various sites that could be affected particularly severely by climate change.

In the medium term, the identified sites are to be prioritized based on which actions are most urgently needed to adapt them to climate change and reduce their climate change-intensifying effects, for example by lowering greenhouse gas emissions. This prioritization is to be based on internal criteria such as potential sales losses due to climate-related damage and potential future risks due to higher greenhouse gas taxation. These internal criteria are still being developed.

On this basis, the company then plans to define and devise specific actions to manage the forecast risks. Appropriate climate-related investments in adaptation measures at the respective sites will be decided on a case-by-case basis. These investments will be prioritized at least as highly as other investment projects or even given preferential treatment. The development of a corresponding concept is still in progress.

Enhancement of internal policies and systems in the context of investment processes and M&A activities

Symrise's investment policy will be progressively expanded to include new criteria derived from the climate change risk analysis. The process is to be adapted so that a risk and opportunity analysis that includes the potential impacts of climate change must be carried out before planning and constructing new production sites. From a threshold of € 10 million, investments in new and existing production equipment at plants (sites) operated by Symrise will then only be allowed to go ahead if due consideration has been given to future climate risks.

Should the analysis indicate a significant potential for damage at a site, it will be necessary to justify why the investment is still worthwhile. In such cases, it will also be necessary to submit a plan describing how the risks can be mitigated through appropriate actions and what costs will be incurred.

Adjustments will also be made to Symrise's investment software so that the relevant approvals can be granted and documented.

The M&A due diligence process will also be expanded to include a mandatory analysis of climate risks and opportunities at all material production sites of companies being considered for acquisition. Should this analysis reveal significant risks for individual sites, it will be necessary to submit an action plan

that outlines how these climate risks can be mitigated. In addition, justification would have to be provided as to why the acquisition makes sense despite the risks involved.

Holistic consideration of the value chain to manage risks in the context of climate change

Ongoing analysis of the raw materials portfolio is the starting point for action management, a process that encompasses both adaptation and substitution options but still requires detailed planning. One possible action consists of expanding the collaboration with raw material producers. Among other things, this involves joint and integrated planning as well as financial support for actions that enable key suppliers to adapt to climate change. Examples include investments in drought-resistant plants and seeds, efficient farming methods and resource-saving water use through drip irrigation. Substitution actions may entail sourcing raw materials from other growing areas or changing the ingredients in product formulations. The various actions will be prioritized and then extended to other areas and partnerships. Implementation of the actions will be organized decentrally by the two segments.

Symrise is strategically aligning the upstream value chain over the medium and long term. An analysis of the impact of climate change on the production plants of key suppliers, based on purchasing volume per supplier product per division, allows Symrise to plan various actions to help manage the risks. To this end, it plans to intensify its cooperation with key suppliers and producers of preliminary products in the medium term to enable a joint and integrated approach to planning the necessary adaptation and mitigation actions and investing in them. These actions may include efforts to ensure the long-term viability of supplier sites, particularly in the case of single-source suppliers that provide elementary preliminary products for Symrise. In



In the medium term, Symrise seeks to intensify its cooperation with key suppliers and producers of intermediate products in order to jointly plan necessary adaptation and mitigation measures.

Symrise continuously analyzes the raw material portfolio of its upstream supply chain.

In addition, the company and its suppliers can develop joint business continuity plans and set up strategic warehousing for goods that are at risk from climate change. These strategic investments serve to secure Symrise's business model over the long term. For important products, Symrise additionally strives to implement a two-supplier strategy wherever possible.

The majority of Symrise's global logistics activities are handled by large, internationally operating service providers. On the basis of the climate change impact analysis, Symotion and Diana Trans – the specialized, Group-owned subsidiaries responsible for logistics management – are to develop medium- and long-term business continuity plans together with the logistics service providers, insofar as these are interested in doing so. These plans allow them to find alternative delivery routes during extreme weather events, thus ensuring that raw materials are reliably supplied and that delivery contracts with customers are fulfilled. In addition, Symrise aims to store strategic raw materials and provide pre-produced goods. To cut greenhouse gas emissions, Symrise also aims to convert its fleet of logistics vehicles to lower-emission drives (Scope 1) and to favor logistics service providers with lower transport emissions in the tendering process (Scope 3), provided that this is feasible from an economic point of view.

While Symrise has little influence on the adaptation actions of its customers, Symrise seeks to develop joint and integrated business continuity plans with them in the medium term to enable a rapid response to short-term extreme weather events caused by climate change. When such events occur, plants at other customer sites could be used as an alternative, with the details recorded in a corresponding plan. Should certain sites be identified as "stranded assets" – in other words, assets that suffer permanent value losses or even a total loss of value, for example due to a rise in sea levels, chronic water scarcity or other climate change risks – this may have an impact on Symrise's business activities.

Milestones on the way to implementing the adaptation and mitigation strategy in the context of climate change

Targets for existing production sites

Symrise seeks to protect its existing production sites against significant climate risks up to 2050 – with due consideration of the political and economic conditions – insofar as this is economically justifiable. The order of the individual adaptation measures, which have yet to be planned, will be based on internal priorities and decided on a case-by-case basis. Climate-related adaptation actions will be given at least the same priority as other investment projects, and may even be given preferential treatment.

In addition, the company aims to reduce greenhouse gas emissions in line with the Low Carbon Transition Plan (LCTP) by making targeted investments in appropriate technologies. Symrise will place a greater focus on modernization and expansion investments in this context. Further details on these actions and the LCTP are provided in the chapter "Roadmap to net zero: Targets for climate change mitigation and adaptation."

Consideration of climate change risk and opportunity analyses in investment decisions and M&A activities as a preventive measure

In the medium term, Symrise aims to introduce mandatory and transparent internal decision-making criteria that require climate change risk and opportunity analyses to be included in the planning and construction of new production sites. This is intended to help create standardized rules within Symrise and to avoid risks that could arise from construction activities at sites that may be at risk due to climate change. Furthermore, investments in existing production facilities that exceed € 10 million and do not involve adaptation or mitigation actions will have to be justified in light of the impacts of climate change. The aim is to prevent investments in risk-exposed installations that may have to be written off in the near future due to a possible closure of the site.

In the medium term, the M&A due diligence process is to be expanded to include a climate change risk and opportunity analysis. This should include a mandatory analysis of all major production sites of a company being considered for acquisition, in order to incorporate climate change risks and opportunities into the decision-making process. Should the analysis identify significant risks for individual sites, it will then be necessary to submit an action plan detailing how the respective climate risk is to be mitigated. Likewise, justification will have to be provided as to why it still makes sense to acquire the sites despite the risks involved. This would enable the company to incorporate adaptation and mitigation actions into its long-term planning assumptions and make decisions based on a full picture of the current and potential future costs.

Creation of resilient value chains to secure the business model

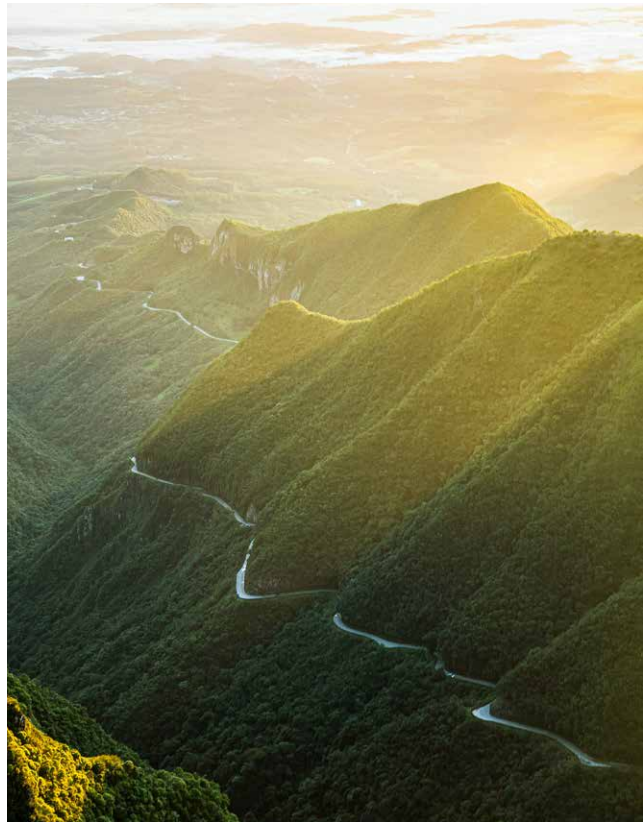
Symrise continuously analyzes the raw materials portfolio of the upstream supply chain in order to identify potential threats that climate change poses to the cultivation and supply areas of raw materials produced by farming and forestry. These efforts are intended to help build resilient supply chains and thus indirectly secure Symrise's business model. Due to the large number of raw materials Symrise uses, the company began with an initial selection of cultivation and sourcing areas in fiscal year 2024, with the aim of widening this to all material strategic cultivation areas by the end of fiscal year 2025. In the medium term, Symrise aims to analyze at least half of the strategic cultivation areas of natural raw materials that are of particular importance to the company.

In the medium term, Symrise strives to gradually develop integrated business continuity plans together with key suppliers, based on the purchasing volume per product and division. This will include setting up strategic warehousing for goods produced by these suppliers that are at risk due to climate change. The main focus here is on single-source suppliers in cases where a two-supplier strategy is not possible.

Additionally, in the medium-term, Symrise intends to develop integrated business continuity plans with its subsidiaries Symotion and Diana trans as well as with logistics service providers, in order to safeguard its global logistics network. These will enable the use of alternative delivery routes in the event of climate-related extreme weather events. Another medium-term target is to expand the selection criteria for logistics service providers to include not only economic aspects but also the greenhouse gas emissions generated during transport in order to reduce Scope 3 emissions for the transportation of goods, provided that doing so is economically feasible.

Symrise also strives to create integrated business continuity plans with key customers in the medium term to enable better collaboration and continued fulfillment of supply contracts in the event of extreme weather events caused by climate change.

Roadmap to net zero: Targets for climate change mitigation and adaptation



Targets for climate change mitigation

Symrise is an advocate for climate change mitigation and aligns its actions with the resolutions of the UN Climate Change Conferences. Validated by the Science Based Targets initiative (SBTi), Symrise's targets demonstrate its commitment to reducing greenhouse gas emissions. Symrise commits to reduce its absolute Scope 1 and 2 emissions by 80% by 2028 compared to the base year 2020. Symrise remains committed to reducing its Scope 3 GHG emissions by 30% by 2030. To achieve its Scope 1+2 ambition, Symrise developed a science-based target in 2021 that is aligned with the Paris Agreement and its goal of limiting global warming to 1.5°C. This target was validated by the SBTi in 2022.

Scope 2 emissions (location-based) in connection with purchased electricity will continue to be offset to zero through the purchase of international renewable energy certificates (I-RECs). Even in the past, emissions caused by the purchase of electricity were covered by renewable energy certificates that partially met the requirements of the RE100 initiative (wind and solar installations that are less than 15 years old). In addition, Symrise has been offsetting its purchased steam through compensation projects since 2020, with the result that Scope 2 emissions in the reporting year have been set to zero.

In the long term, as part of its Low Carbon Transition Plan (LCTP), the company aims to achieve net zero emissions for Scope 1, 2 and 3 by 2045. Scope 1 and 2 emissions are to be reduced by 90% by 2030 compared to the base year 2022, for example by using PV systems, heat pumps, electric boilers and the like. Symrise intends to offset the emissions that remain after this 90% reduction through climate change mitigation measures. The company is also examining how to remove greenhouse gases both in its own operations and along the upstream and downstream value chain. Absolute Scope 3 emissions – including purchased goods and services (Scope 3.1), fuel- and energy-related activities (Scope 3.3), upstream and downstream transportation and distribution (Scope 3.4 and Scope 3.9), waste generated in operations (Scope 3.5) and emissions resulting from the processing of sold products (Scope 3.10) – are to be reduced by 90% by 2045 relative to 2022. The greatest emission reduction potential lies in purchasing raw materials with lower emissions. For this reason, suppliers whose raw materials generate high GHG emissions were again asked to reduce their GHG emissions in the reporting year. Symrise intends to offset the emissions that remain after this 90% reduction through climate change mitigation measures.

In November 2024, Symrise submitted new targets to the SBTi for the Forest, Land & Agriculture (FLAG) sector. The company intends to reduce absolute Scope 3 emissions in this sector by 30.3% by 2030 compared to the 2022 baseline. Symrise's long-term target for Scope 3 emissions in the FLAG sector is a 72% reduction by 2045 compared to base year 2022. The individual targets, programs and actions will be agreed in fiscal year 2025. Symrise intends to offset the emissions that remain after its own 72% reduction through climate change mitigation measures. Approval by the SBTi is expected in April 2025. Therefore, these FLAG emissions figures are not yet included in this report.

For several years now, the company has been working to obtain increasingly detailed information on the GHG emissions of its raw materials. Suppliers whose products generate the highest Scope 3 emissions for Symrise are asked via the CDP Supply Chain Platform to report on emission reduction measures and ultimately on their results via the standardized CDP Supply Chain Platform, as well as to establish targets and programs.

Since the Symrise product portfolio is very diverse, data collection and maintenance is subject to continuous improvement. More and more substance-specific emission factors are being collected in databases and reviewed by internal LCA experts.

Symrise uses an operational control approach to determine which subsidiaries and activities are included in the GHG footprint and whether the climate targets are in line with the GHG Protocol. These targets follow a cross-sector decarbonization pathway. To achieve its 2030 climate targets – and those for 2045 – Symrise is pursuing three pathways to reduce its GHG emissions as part of its LCTP project.

- Pathway 1: Implementation of the CO₂eq reduction measures planned up to 2030, including thermal insulation of steam pipes
- Pathway 2: Additional CO₂eq reduction measures that go beyond what is currently planned; that are economically feasible; that enable a significant CO₂eq reduction; and that correspond to the latest state of the art, such as the use of heat pumps and electric boilers.
- Pathway 3: A combination of all measures from pathways 1 and 2, along with the use of new technologies to reduce CO₂eq emissions to zero by 2045, such as the use of hydrogen from 2040. This pathway also takes into account costs and potential residual emissions that would need to be offset, such as the costs of carbon capture and storage.

The progress made through the emission reduction measures is published annually in the CDP report. Validation is carried out externally by the SBT initiative. When setting its reduction targets, Symrise also took future developments into account, such as possible changes in sales volume. The company additionally anticipates increased demand for more sustainable products, which could lead to further emission reductions, as well as tighter regulatory emission requirements in the years to come. During the materiality assessment, relevant stakeholders – such as investors and customers – were systematically included in the target-setting process, given that they expect sustainable targets to be taken into account.

Symrise has developed a strategy to significantly reduce its greenhouse gas emissions – based on a combination of renewable energies, low-emission technologies and the optimization of supply chain processes.

Targets for climate change adaptation

Efficient water use is part of the climate change adaptation strategy. For example, Symrise promotes the sustainable use of freshwater resources and, as a member of the World Business Council for Sustainable Development, supports the CEO Water Mandate. The company strives to ensure efficient water consumption and sustainable water management along the entire value chain. Symrise regularly and systematically assesses water risks for its sites using a risk matrix. In regions where water is scarce, such as Mexico, India, Egypt, Chile and Spain, Symrise aims to reduce water consumption by 15% by 2025 compared to the 2018 baseline.

Transition plan for climate change mitigation

As part of the Low Carbon Transition Plan (LCTP), Symrise launched a pilot project at its Holzminden site in 2022 with the aim of developing policies and specific actions to achieve GHG neutrality (Scope 1+2) by 2030 and net zero by 2045. To this end, the company drew up a roadmap for the site that includes three different emission reduction pathways. The pilot project's results served as the basis for the start of the global rollout of the LCTP in January 2024. Implementation of the roadmap was supported by the Low Carbon Sustainability Transition Guideline, which instructs plant managers and engineers on how to convert energy systems to renewable sources. The transformation and financing concepts are being drawn up step by step at the country or company level based on the available financing options and climate change mitigation actions.

In 2024, the focus of the global LCTP project was on collecting data and calculating the carbon footprints at the sites with the highest emissions. From the beginning of 2025, these efforts will be accompanied by workshops to identify technological options for the emission reduction pathways together with local plant managers and engineers. The workshops will lay the groundwork for specific action plans to reduce greenhouse gas emissions in the years to come. A Transition Core Team was formed back in 2023 to oversee implementation. This team reports directly to the Executive Board and the steering committee.

Since 2020, Symrise has offset its external electricity needs worldwide by purchasing renewable energy certificates and is continuously reviewing new power purchase agreements. Measures to improve efficiency, such as the insulation of steam pipes, the installation of solar panels and the electrification of the vehicle fleet, will continue. Emissions are to be significantly reduced by high-temperature heat pumps and electric boilers, which will replace the steam used to generate energy. The company plans to use hydrogen and carbon capture and storage from 2040 onward.

For more than eight years, Symrise has demanded that suppliers whose raw materials cause high emissions report their emissions to CDP. Their annual progress is recorded in entity-specific CDP reports. This enables Symrise to manufacture products with a lower carbon footprint. The progress made is reflected in the Symrise Sustainability Scorecard and entered into the relevant databases of the two TN&H and S&C segments, which are maintained by the internal LCA experts.

This reporting year once again saw the company invest in taxonomy-aligned economic activities. These investments focused on expanding the use of renewable energies, increasing energy efficiency and decarbonizing the value chain. The strategic direction of these investments is regularly reviewed and integrated into the company's long-term planning to ensure alignment with the EU taxonomy criteria.

The progress of the LCTP project is regularly reported to the Executive Board and shared with all employees through internal communication channels such as newsletters, with successful local emissions reduction initiatives to be gradually rolled out to all global sites from 2025.

Internal carbon pricing

Another tool Symrise has developed to promote internal emissions reduction is the Symrise Carbon Control Price (SCCP), which will go into effect in 2025. This internal carbon price is based on international standards and scientific recommendations, including the Carbon Disclosure Project (CDP) and the UN Global Compact. In addition, Symrise is guided by the recommendations of the Science Based Targets initiative (SBTi) and the High-Level Commission on Carbon Prices, which also recommends a corresponding price range.

The SCCP is a shadow price for CO₂eq that requires no real cash transfers but integrates CO₂eq costs into investment and operational decisions. It will start at € 60 per metric ton of CO₂eq in 2025 and rise to € 140 by 2035, with a review scheduled for 2027 to determine the further price development. The SCCP applies to Scope 1 and Scope 2 emissions as well as energy-related emissions in Scope 3 (upstream), affecting in particular investments in capital expenditure and energy procurement. By applying the SCCP to all of its global sites, the company ensures that a uniform price is applied for CO₂eq worldwide.

Strategies and actions related to climate change mitigation and adaptation



Environmental Policy

Symrise manages material climate change-related impacts, risks and opportunities through its Environmental Policy.

Environmental impacts associated with Symrise include aspects such as:

- Water use (potential impacts on the availability of water resources)
- Wastewater (potential impacts on ground and surface water)
- Waste management (hazardous and non-hazardous waste)
- Energy and electricity consumption
- GHG emissions (CO₂ and other greenhouse gases)
- Consumption of fossil fuels (natural gas, heating oil, steam)
- Noise emissions and exhaust air
- Biodiversity (potential impact on protected areas)

The Environmental Policy addresses the following areas:

- Climate change mitigation: Symrise is continuously reducing its greenhouse gas emissions by optimizing energy efficiency, expanding the use of renewable energy and promoting sustainable technologies. This includes actions at its own operating sites and in the supply chain.
- Climate change adaptation: Symrise takes potential climate risks into account and develops adaptation strategies for sites in particularly affected regions in order to avoid long-term disruptions to its operations.
- Energy efficiency: Through future investments in state-of-the-art technologies such as high-temperature heat pumps and electric boilers, Symrise will optimize its energy consumption and reduce its dependence on fossil fuels.
- Renewable energies: Symrise is committed to expanding the use of renewable energy and will cover its external electricity needs by purchasing renewable energy certificates in the first half of 2025. As of January 2025, the electricity needs at the Holzminden site will be covered by a 6 GW power purchase agreement (PPA) based on solar and wind energy.
- Other actions: These include continuously improving waste management and reducing the consumption of water in water-scarce areas. At the same time, the company takes care to minimize the risk of contributing to water or air pollution by using appropriate water treatment or ventilation systems.

Environmental impacts are routinely monitored and analyzed to ensure continuous improvement. The Environmental Policy applies to all global production sites. Because legal requirements can vary greatly from locality to locality, sites must always meet the highest requirements. A senior manager at each site is responsible for implementation, while the Executive Board is responsible for overall monitoring.



Symrise invests in the expansion of renewable energies.

Symrise is guided by international standards, such as ISO 14001 and ISO 50001. Independent auditing firms such as DQS or Intertek ensure compliance through audits and certifications.

The Environmental Policy is communicated internally through training courses and published externally on the Symrise website.

Responsible Sourcing Policy and Supplier Code of Conduct

Symrise introduced a Responsible Sourcing Policy and Supplier Code of Conduct to promote sustainable practices along the entire value chain. The policy mandates compliance with all local and international laws, the protection of human rights (especially vulnerable groups) and the protection of the natural environment (soil, water, atmosphere and biodiversity). Symrise obliges its direct suppliers to follow the standards and principles set out in this policy and regularly disclose information on the origin and manufacturing methods of all materials. This mutual obligation and joint approach are meant to ensure traceability and ethical practices.

The policy applies to the entire value chain, from upstream (supplier) to downstream (customer) processes. In particular, it applies to direct (tier-one) suppliers that provide materials, technical products or services to the company.

Symrise monitors compliance with the policy through measures such as audits and supplier assessments, while taking into account international standards like the UN Global Compact and the United Nations' Sustainable Development Goals. As of 2025, Symrise will have at least 12 social audits conducted each year, either by its own teams or by external, recognized audit firms. These audits will be carried out at suppliers designated as high-risk in the course of the annual assessments and, on an ad hoc basis, at suppliers where Symrise has reason to believe that an indirect supplier may be violating human rights or environmental obligations. Examples of how Symrise might become aware of this include reports submitted via a grievance channel, information in the media and reports from civil society organizations. Depending on the situation, the audits are either carried out by internal Symrise auditors or by independent third-party auditors. Symrise may decide to conduct unannounced on-site audits based on the results of the risk assessment. Symrise has made the policy available online and encourages suppliers to reach out to their contacts at Symrise if they have any questions. The company also expects suppliers to pass these requirements on to their own employees and to companies throughout their supply chain.

The policy puts a special emphasis on climate change mitigation, energy efficiency, renewable energies and other material sustainability matters such as the protection of biodiversity, circular economy, responsible waste management and compliance with ethical standards by suppliers. Symrise urges its suppliers to save energy and to minimize their greenhouse gas emissions and the environmental impacts of their operations.

Actions and resources in relation to climate change policies

Symrise pursues two central strategies to deal with climate change: adaptation and mitigation.

- **Adaptation:** This involves minimizing or preventing the negative impacts of current or future climate change on the company, its stakeholders, natural resources and assets.
- **Mitigation:** This involves actively reducing or avoiding greenhouse gas emissions in order to curb climate change.

Mitigation measures

Symrise sees great opportunities to make its operations more efficient while reducing potential negative impacts on the environment and society. Targeted measures to save energy and increase resource efficiency, such as improving the insulation of steam pipes, not only meet the growing expectations of customers, particularly with regard to the reduction of greenhouse gas (GHG) emissions but also reduce the company's energy costs. In this way, Symrise actively contributes to achieving its own sustainability targets as well as those of its business partners, while also creating added value over the long term.

The mitigation measures cover both Symrise's own operational activities and those of the upstream and downstream value chain. They are aimed at comprehensively reducing emissions in all relevant areas. Since Symrise operates in a number of different countries, the measures adopted need to be global in nature. They are being implemented successively over different periods of time to achieve the climate targets.

Symrise has already implemented several key measures, such as the construction of a combined heat and power plant at the Holzminden site or the installation of PV modules and intends to take further action in pursuit of its climate targets in the future. Moreover, the company has been offsetting its purchased electricity worldwide with renewable energy certificates since 2020. As a further milestone, Symrise plans to procure 6 GWh of electricity in Germany via a three-year power purchase agreement starting in 2025, with the electricity coming from wind and solar energy.

Symrise is improving its energy efficiency, for example by insulating steam pipes and replacing outdated engines with modern, energy-efficient alternatives. In addition, it has installed solar panels on suitable rooftop areas, such as in Spain, so that it can generate some of its electricity from renewable sources itself. Any new buildings constructed in the future will also be equipped with solar panels in accordance with legal requirements.

Symrise intends to further electrify its vehicle fleet in Holzminden in an effort to reduce its Scope 1 emissions. The target is to save more than 12,000 t CO₂ equivalents by 2045.

Additional measures planned for the future include the use of high-temperature heat pumps and electric boilers to generate steam in Holzminden, which was previously produced using fossil fuels. These technologies will be phased-in starting in 2024 and 2030 and are expected to save approx. 500,000 t of CO₂ equivalents by 2045.

From 2040 onward, Symrise plans to replace natural gas in its exhaust air incinerators with hydrogen once the infrastructure is available. Emissions that cannot be avoided will then be sequestered by means of carbon capture and storage to achieve the net-zero targets.

For more than eight years, Symrise has been calling on its suppliers to reduce the emissions associated with the raw materials they supply. Its focus here is on strategic suppliers that are classified as particularly risk-prone with regard to climate change mitigation or water and forest conservation. These suppliers are encouraged to participate in the CDP Supply Chain Program and urged to set climate targets and define decarbonization plans that are aligned with the 1.5-degree scenario. In addition, these suppliers report on their emissions-reduction initiatives and disclose their operational greenhouse gas emissions. What is more, suppliers are increasingly entering into dialogue with their own suppliers. Progress in these areas is recorded transparently in the annual CDP Supply Chain reports. All of this enables Symrise to develop products with a smaller carbon footprint. From 2025 onward, the data and results will be visualized by means of the Houston project.

Symrise is currently working on this Houston project, which involves implementing a comprehensive system for calculating and managing the corporate carbon footprint (CCF) and product carbon footprint (PCF). The project's purpose is to automate and optimize the collection and reporting of greenhouse gas emissions. To do this, Symrise is using the CO₂ AI software, which incorporates geographical data and transport routes when calculating emission factors. These are then validated and documented by in-house experts, with transparency ensured by regular external audits.

Adaptation measures

Symrise is continuously reducing its water consumption by implementing water-saving technologies and raising employee awareness about the responsible use of water resources. Further details can be found in the chapter "Water resources."

Energy consumption and -mix and carbon footprint



Energy consumption and energy mix

A reliable supply of energy for use in production and along the supply chain is essential for Symrise. This also leads to greenhouse gas emissions. In the face of climate change, the company is making active efforts to use energy more efficiently and to continuously reduce greenhouse gas emissions.

Symrise analyzes energy consumption and greenhouse gas emissions both within its own operations and along the entire value chain, including its products' complete life cycles. To collect accurate data on energy use, the company conducted energy audits in accordance with the EN 16247 standard at all of its European sites in the Scent & Care segment and at its major European sites in the Taste, Nutrition & Health segment.

In 2024, total energy consumption increased by 10.7% in absolute terms (2023: -5.7%) and decreased by 3.3% per € million of value added (2023: 2.8%). By value added, we mean payments to employees, shareholders, the state, lenders and the company.

Note: The prior-year figures were audited by DQS CFS GmbH on the basis of the AA1000AS V3, Type 2 standard.

Energy consumption within the Symrise organization, determined using the market-based method, breaks down as follows:

Total energy consumption (MWh)	2022	2023	2024
Total energy consumption from fossil sources	1,476,613	1,392,715	1,417,754
Total energy consumption from renewable and nuclear sources, broken down by:	497,727	451,674	623,144
Fuel consumption for renewable sources, including biomass (which includes industrial and municipal waste of biological origin), biofuels, biogas and hydrogen from renewable sources	128,494	113,880	127,964
Consumption of purchased and acquired electricity, heating, steam and refrigerants from renewable and nuclear sources	319,333	306,148	492,220
Consumption of self-generated renewable energy excluding fuel	49,900	31,646	2,960

Energy consumption within high climate impact sectors

For high climate impact sectors, the consumption of natural gas, oil and oil-based products is considered reportable. The relevant high climate impact sectors are broken down in the table below.

Total energy consumption from fossil sources (MWh)	2022	2023	2024
Fuel consumption from natural gas	1,346,333	1,280,650	1,275,973
Fuel consumption from other fossil sources	130,280	112,065	141,780
Consumption of purchased or acquired electricity, heating, steam or refrigerants from fossil sources	0	0	0
Total: Total energy consumption from fossil sources	1,476,613	1,392,715	1,417,754

The following table breaks down the generation of non-renewable energy and the generation of energy from renewable and nuclear sources:

Energy consumption and mix (MWh)	2022	2023	2024
Fuel consumption from natural gas	1,346,333	1,280,650	1,275,973
Fuel consumption from other fossil sources	130,280	112,065	141,780
Consumption of purchased or acquired electricity, heating, steam or refrigerants from fossil sources	0	0	0
Total 1: Total energy consumption from fossil sources	1,476,613	1,392,715	1,417,754
Share of non-renewable energy sources in total energy consumption (%)	75.1%	75.6%	69.5%
Fuel consumption for renewable sources, including biomass (which includes industrial and municipal waste of biological origin), biofuels, biogas and hydrogen from renewable sources	128,494	113,880	127,964
Consumption of purchased and acquired electricity, heating, steam and refrigerants from renewable and nuclear sources	319,333	306,148	492,220
Consumption of self-generated renewable energy excluding fuel	49,900	31,646	2,960
Total 2: Total consumption of renewable and nuclear energy	497,727	451,674	623,144
Share of renewable and nuclear energies in total energy consumption (%)	24.9%	24.4%	30.5%
Total: Total energy consumption (total 1+2)	1,928,287	1,844,389	2,040,898

Energy intensity (Scope 1+2) based on net revenue

Energy intensity per net revenue	Group sales (€)	Share	Change from previous year
Total energy consumption from activities in climate-relevant sectors per net revenue from activities in climate-relevant sectors (MWh/monetary unit)	4,998,512	40.83%	4.71%

The production site in Japan had not reported its electricity and gas consumption by the reporting date. In Chile, energy data was reported but not taken into account in the calculation of emissions.

Gross Scopes 1, 2, 3 and Total GHG emissions

Symrise contributes to global warming through its production processes and the procurement of raw materials and services.

In 2024, total emissions (Scope 1, 2 and 3) rose by 13.5% in absolute terms (2023: -2.9%) while emissions per € million of added value decreased by 0.8% (2023: 1.3%).

The eco-efficiency of greenhouse gas emissions (Scope 1+2) relative to value added improved by 9.4% (2023: 4.4%).

Absolute greenhouse gas emissions (Scope 3) increased by 15.3% over the previous year. This is partly due to the fact that emissions under Scope 3, category 1, auxiliary and operating materials, packaging materials and services, were not reported in previous years as well as the fact that the purchasing volume has increased by approx. 9%. These three subcategories of scope 3, category 1 account for a total increase of 172,822 tons of CO₂eq.

Another reason is that the methodology for calculating raw material emissions has been changed. Previously, Symrise determined the emission factors on a single-ingredient basis where possible. However, due to the diversity of the raw material portfolio, no complete picture can be obtained. Symrise believes that it has analyzed at least 90% of the raw material portfolio volume in this way, with a resulting figure of 1,640,527 tons of CO₂eq* for category 3.1 for the 2024 fiscal year. Since the Symrise product portfolio is very diverse, data collection and maintenance is subject to continuous improvement. More and more substance-specific emission factors are being collected in databases and reviewed by internal LCA experts. The large number of raw material emission factor combinations is being adjusted as part of the operationalization of the Houston project. This manual process is very time-consuming and had not yet been completed by the balance sheet date. For this reason, Symrise decided on a less granular approach to selecting emission factors for the 2024 fiscal year, instead basing its selection on raw material categories. The emission factors ultimately used for each raw material category can be traced back to officially available databases such as OpenLCA, EcoInvent, Agribalyse and Carboncloud. Symrise has refrained from adjusting the previous year's figures, but will do so once the Houston project is complete and the associated changes are known.

* This figure is an unaudited voluntary disclosure.

Another change is the reporting requirement based on the CSRD significance analysis. Scope 3 categories that fall below a significance threshold of 2% are no longer reported as of the reporting year, whereas categories that exceed the significance threshold of 2% are reported.

The table below shows Symrise's Scope 1, Scope 2 and significant Scope 3 emissions.

Emission category	Baseline year 2020	Fiscal year 2021	Fiscal year 2022	Fiscal year 2023	Fiscal year 2024
	Emissions (t CO ₂ eq)	Emissions (t CO ₂ eq)	Emissions (t CO ₂ eq)	Emissions (t CO ₂ eq)	Emissions (t CO ₂ eq)
Scope 1	299,119	285,332	308,925	290,424	298,224 ^{*7,8}
Scope 2 (market-based)	1,360	2,327	0	0	0 ^{*7,9}
Scope 2 (location-based)	NA	NA	NA	NA	153,194 ^{*7,9}
Scope 1+2	300,479	287,659	308,925	290,424	298,224
Scope 3	2,011,850	1,953,846	1,892,528	1,846,871	2,128,589
1. Purchased goods and services	1,747,178	1,676,583	1,580,633	1,558,534	1,719,472 ^{*3,4,10}
2. Capital goods	58,830	64,380	70,432	77,053	105,738 ^{*5}
3. Fuel and energy related activities	63,685	61,138	58,693	56,345	97,871 ^{*6}
4. Upstream transportation and distribution	47,555	59,056	54,993	46,928	59,662
5. Waste generated in operations	24,455	20,331	18,560	16,850	NA ^{*1}
6. Business travel	1,280	932	4,700	8,135	NA ^{*1}
7. Employee commuting	12,032	12,741	13,986	14,441	NA ^{*1}
8. Upstream leased assets	NA	NA	NA	NA	NA ^{*1}
9. Downstream transportation and distribution	56,835	58,685	90,531	68,585	71,080
10. Processing of sold products	NA	NA	NA	NA	74,766 ^{*2}
11. Use of sold products	NA	NA	NA	NA	NA ^{*1}
12. End-of-life treatment of sold products	NA	NA	NA	NA	NA ^{*1}
13. Downstream leased assets	NA	NA	NA	NA	NA ^{*1}
14. Franchises	NA	NA	NA	NA	NA ^{*1}
15. Investments	NA	NA	NA	NA	NA ^{*1}
Scope 1+2+3	2,312,329	2,241,505	2,201,453	2,137,295	2,426,813

^{*1} Not applicable, based on CSRD significance analysis (<2%)

^{*2} Reported in addition, based on CSRD significance analysis (>2%)

^{*3} Increased by 172,822 tons of CO₂eq compared to the previous year because emissions from auxiliary and operating materials, packaging materials and services were not reported in previous years.

^{*4} The calculation logic for determining raw material emissions has been switched to officially available databases such as OpenLCA, EcoInvent, Agribalyse, Carboncloud, etc.

^{*5} Capital goods have been calculated for the first time on the basis of investments in property, plant and equipment and intangible assets in accordance with the GHG Protocol. We have estimated the figures for previous years to the best of our ability. For this reason, the 2024 calculation method was applied to FY 2023, resulting in emissions of 109,650 tons of CO₂eq for 2023.

^{*6} Fuel- and energy-related activities were estimated to the best of our ability in previous years. The calculation for FY 2024 has been adjusted to reflect the changes in Scope 1 and Scope 2 emissions between 2023 and 2024. Applying this calculation method, the emissions for 2023 amounted to 94,373 tons of CO₂eq.

^{*7} Figures for smaller sites (Dahlonaga, Hanceville, Texarkana) are based in part on estimates, assumptions and projections. Each of these sites' electricity consumption is <= 0.6%.

^{*8} Scope 1 process and fugitive emissions have not been fully reported. As of FY 2025, these emissions will be recorded and reported in full worldwide.

^{*9} For FY 2024, the company will offset 268,583 MWh of purchased electricity worldwide through I-RECs and 151,799 MWh (43,298 tons of CO₂eq) of purchased steam through climate mitigation projects.

^{*10} Only 94% of the purchasing volume in € has been taken into account in Scope 3 category 1.

^{*11} This figure is an unaudited voluntary disclosure.

Greenhouse gas intensity (Scope 1+2+3) based on net revenue

GHG intensity per net revenue	Group sales (€)	Share	Change from previous year
Total GHG emissions (location-based) per net revenue (t CO ₂ eq/monetary unit)	4,998,512	48.55%	7.45%

Symrise calculates and measures its greenhouse gas emissions using recognized methods and emission factors based on international standards such as the Greenhouse Gas Protocol (GHG Protocol). Emissions are divided into three scopes:

- Scope 1: Direct emissions from company-owned sources
- Scope 2: Indirect emissions from purchased energy
- Scope 3: Other indirect emissions along the entire value chain

Symrise uses a physical calculation method that records activity data such as energy consumption or waste generation and multiplies it by specific emission factors. If no physical data is available, a monetary calculation method will be used that is based on input-output tables.

The underlying consumption data is recorded in the central SymCore system, continuously updated and then used centrally together with the financial data. The emission factors for Scope 1 and Scope 2 data are reviewed on an ad hoc basis and adjusted if necessary.

Symrise obtains emission factors from various sources and updates them as needed. Depending on the type of activity and geographic location, EHS (environment, health and safety) managers may enter specific emission factors in SymCore. If no specific emission factors are available, HFM uses standard factors. For more accurate calculations, the activity data is calculated with the selected factors in HFM.

Water resources

Water is the source of all life, and permanent access to high-quality fresh water for drinking and sanitation purposes is a fundamental human right. From Symrise’s perspective, water is a critical factor all along the value chain. Relevant water-related impacts, risks and opportunities were identified and assessed as part of the materiality assessment. This resulted in water resources being classified as a material sustainability matter.

Topic	Material positive impacts	Material negative impacts
Water	Symrise is involved in multi-stakeholder initiatives to promote responsible water stewardship.	
		Contribution to water scarcity with impacts on human health and the environment due to the withdrawal of water for production processes, particularly in arid regions
		Pollution of water as a result of unintentional discharge of contaminants (e.g., through leaks) at our own production sites and in the supply chain

In reference to ESRS E3, Symrise is also reporting on policies, actions and targets related to water management in this chapter. In 2024, the company conducted a gap analysis between its existing reporting practices and the requirements of ESRS E3, reviewed its existing metrics and thus laid the groundwork for collecting, managing and reporting new metrics. This process is still ongoing, which is why some metrics, such as water circularity, cannot yet be recorded in full and reported for the entire Group. In addition, metrics on water consumption have been determined in reference to ESRS E3-4. Any differences are described in footnotes. Moreover, the company has conducted a water risk analysis for its own production sites. In the value chain, where water use and the associated risks are most significant, the analysis has been delayed due to insufficient data on the origin of raw materials. Owing to the complexity of the supply chain and the methodological challenges of conducting a comprehensive assessment of water-related dependencies, risks and opportunities, Symrise has decided not to report on expected financial impacts in reference to ESRS E3-5. Since Symrise's operational water resource management extends beyond the IROs covered by the materiality assessment, the description of actions and policies refers exclusively to operational IROs.

There are various levels at which the company depends on high-quality fresh water and the ecosystem functions and services associated with it: from the cultivation of raw materials to production processes and the use of the products Symrise manufactures.

- **Direct exploitation:** At the company's production sites, water is used for cooling processes, to clean equipment and to manufacture certain products. In addition, a reliable water supply is essential for the sanitary infrastructure at Symrise sites.
- **Indirect exploitation:** Water plays a crucial role in the supply chain, particularly in the agricultural cultivation of raw materials and in the use of final products containing ingredients from Symrise.

The company's business activities can have both direct and indirect impacts on water resources and aquatic ecosystems.

- **Resource use:** Large-scale water withdrawals, whether at production sites or at the sites where raw materials are sourced, can adversely affect the availability of water for local communities and ecosystems, especially in regions with water stress.
- **Wastewater discharges:** Wastewater that has not been adequately treated can affect the quality of nearby bodies of water and endanger local ecosystems.
- **Substances hazardous to water:** Certain raw materials and ingredients of the portfolio may pose a risk to aquatic ecosystems and human health if they are used in excessive concentrations or enter the environment.

Risks and opportunities

In recent years, the risks and opportunities associated with water-related dependencies and impacts have been systematically identified and assessed as part of the company's materiality assessments – and 2024 was no exception. The topic of water has therefore been an integral part of Symrise's sustainability strategy and risk management for years. Risks related to water are considered not only at Symrise's own production sites, but also along the entire value chain. Among the factors examined are water dependence in the cultivation of raw materials, the properties of ingredients and products, and their potential impact on aquatic ecosystems or the health of consumers who use the products.

Symrise considers physical, transition and systemic risks in its risk analysis, assessment and mitigation processes. In line with TNFD requirements and in recognition of the complexity and interdependency of ecosystems, the company analyzes these risks not in isolation but holistically and in systemic contexts.

The topic of water has been an integral part of Symrise's sustainability strategy and risk management for years.

Risk matrix – water

Category	Type of risk	Description	Scope	Risk management strategies
Physical	Acute	Water stress in water-scarce catchment areas may temporarily restrict raw material cultivation and production.	Upstream, operations	Introduction of water-saving technologies at production sites; diversification of raw material sources and sourcing regions
	Chronic	Deteriorating water quality due to the discharge of substances harmful to water or reduced water availability due to climate change	Upstream, operations	Implementation of modern wastewater pretreatment processes; process optimization to improve water efficiency; maximization of biodegradability and minimization of aquatic toxicity of products
Transition	Political and legal	Stricter legal or voluntary requirements and regulations for water management and product development	Upstream, operations	Maintenance and continuous improvement of an integrated environmental management system; investment in R&D to develop less water-intensive products; holistic assessment of environmental impacts for product development
	Technological	Clear trend toward green technologies and clean tech is changing production costs and processes.	Operations	Introduction of water-saving technologies and new water treatment technologies at production sites
	Market and reputation	Criticism of high water consumption in water-scarce regions, demand for sustainable raw materials and products	Upstream; downstream production	External communication on water conservation and water saving measures and targets
Systemic	Interdependencies	Interdependencies between climate, water cycle and ecosystems can lead to friction and disruptions at all stages of the value chain.	Upstream, operations	Partnerships to promote regenerative, climate-resilient and water-efficient cultivation practices, increase in water efficiency and reduction of dependence on critical water resources at production sites

The toolbox for identifying and assessing water-related risks and opportunities includes, among other things:

- Traceability systems
- Supplier Codes of Conduct, as well as supplier assessment platforms and audits
- Geographic information systems and water risk assessment tools and software, such as WWF Water Risk Filter or WRI Aqueduct

Local EHS experts at Symrise operations conduct site-specific water risk assessments. Finally, the company analyzes, assesses and manages the potential risks that raw materials and product solutions pose to aquatic ecosystems and human health, for example by means of toxicity and risk assessments in accordance with legal requirements or voluntary agreements and targets in the areas of hazardous substance and chemicals legislation, as well as product safety and consumer protection.

Commitment to sustainable water use

Symrise is aware just how crucial water is to achieving the United Nations' Sustainable Development Goals (SDGs). As a member of the World Business Council on Sustainable Development (WBCSD), Symrise therefore supports the CEO Water Mandate, which serves as an important guide for the sustainable use of freshwater resources at its sites and along its value chains.

Its sustainability approach focuses on minimizing water withdrawal and consumption, improving water efficiency, preserving water quality and cooperating with stakeholders to jointly address local and global water-related challenges. In pursuing this approach, Symrise strives to protect aquatic ecosystems from negative influences and to comply with or even exceed all water and wastewater laws and regulations.

Symrise has laid down fundamental water management principles in a global Water Policy. In addition, the company's Environmental Policy, Responsible Sourcing Policy and Supplier Code of Conduct all address water-related ecological and social aspects.

Environmental management at the production sites

Symrise has local Environment, Health and Safety (EHS) teams that are responsible for developing and implementing site-specific water management plans in line with operational requirements and applicable water regulations. These plans are specifically tailored to local and regional water risks and opportunities and draw on site-specific water risk assessments and scenario analyses that Symrise will from now on conduct every two years as well as in response to specific events, such as M&A activities. These efforts are focused on those sites that are located in areas with excessive water stress. Symrise classifies physical risks in the catchment area according to the WWF Water Risk Filter. Symrise regularly assesses the level of water stress in the regions where the company operates. As in previous years, a total of seven production sites were located in water catchment areas with very high water stress in 2024, according to the WWF Water Risk Filter. Among them were two sites in Egypt, one site each in Chile and India, and three sites in Spain. In addition, Symrise's calculation of water use, wastewater discharge and water consumption in areas with water stress also includes two further sites in Mexico that have been subject to de facto physical water stress in recent years but are not located in a water catchment area with very high or extreme water stress according to the assessment approach.

The sites in question are required to define special water-saving targets and programs and initiate effective implementation measures to increase water efficiency and reduce their water requirements in line with the company's global environmental objectives. Symrise's current target is to reduce water consumption at sites in areas with water stress by 15% by the target year 2025 compared to the base year 2018. Symrise intends to continue its commitment to protecting water resources and aquatic ecosystems beyond 2025 and will review and update its targets in 2025.

The CDP (formerly Carbon Disclosure Project) rating also recognizes the company's commitment: In the water category, Symrise achieved a very good water protection rating of A- in the reporting year.

Water management along the supply chain

As part of its supply chain due diligence, Symrise assesses its suppliers' environmental sustainability performance, including their water use, with a particular focus on physical and operational risks. Moreover, key suppliers have been included in the CDP Supply Chain Program for years in order to encourage continuous improvements in their water-related environmental footprint.

Actions and progress

To further improve the ecological efficiency of Symrise's water use, the company not only optimizes production processes with regard to water requirements, but also works on programs and technical solutions that improve water efficiency and contribute to the reuse of water at production sites. Wherever possible, Symrise collects and uses rainwater to reduce the withdrawal of valuable fresh water. This is the case with water used to irrigate green spaces, for example.

Protection of water quality



The quality of discharged water is continuously monitored. In this way, the company verifies whether the environmental management system is effective and whether all water-related legal requirements are being met or exceeded in order to protect aquatic ecosystems and water resources. For a start, Symrise monitors and controls organic wastewater loads by regularly measuring the chemical oxygen demand (COD). Depending on the division, production program, materiality and local environmental legislation, additional water quality parameters are recorded through regular samples or continuous measurements, including temperature and pH value, the concentration of phosphates and nitrogen compounds or even heavy metals and halogen compounds.

Holistic life cycle assessment

Symrise not only systematically assesses its raw materials and products in terms of their ecological footprint – for example, by quantifying greenhouse gases, land use and material properties such as toxicity and biodegradability – but also in terms of their water footprint. Thereby, the company enables product developers and customers to simultaneously visualize the ecological impact of certain raw materials or products in different sustainability dimensions, so that the sustainability of alternative product formulations can be holistically evaluated and optimized.

Promoting climate-smart cultivation methods

Within the scope of targeted supply chain intervention programs (Bridging the Gap), Symrise is working with customers and suppliers, and with the support and expertise of scientists and civil society organizations, on testing and implementing climate-smart, water-efficient and regenerative cultivation practices. One example of this is a mint cultivation project in India that Symrise is conducting in collaboration with a key customer. The key to the project's success lies in drastically increasing water efficiency by using drip irrigation on the cultivated areas in order to minimize non-sustainable groundwater withdrawals and make the cultivation of mint more environmentally sustainable for the benefit of local smallholders. For further information on Symrise's social commitment in its value chains, please refer to the chapter "Affected communities."

Water withdrawal, wastewater disposal and water consumption

The reported metrics include both measured data and figures based on estimates and assumptions. All production sites included in the environmental information are considered under water withdrawals. The following sites had not submitted any wastewater data by the reporting date: Symrise Australia, Japan, Pet Food UK, Pet Food Hodges, Guymon, Lillington, Champlain, Ying Tan and Chang Zhou.

Taking into account the aforementioned exclusions, the Symrise Group's total water withdrawal in the reporting period amounted to 6.9 million cubic meters, an increase of 6% over the previous year. Around 57% of this water was withdrawn directly at the production sites and around 43% was obtained from external sources, for the most part from the local water supply system.

Wastewater generated by Symrise operations totaled 5.4 million cubic meters in the reporting year. Around 87% of all wastewater is discharged into the local sewage system. Where necessary, wastewater is pretreated using physical, chemical or biological methods in order to meet or exceed local regulatory standards, particularly if it is discharged directly into the receiving water.

Total water consumption, which comprises water consumption in connection with products, cooling and production processes and is calculated as the difference between water withdrawal and wastewater volume, came to around 1.5 million cubic meters in the reporting year (2023: 1.60 million cubic meters).

Water withdrawal by source (1,000 m³)		2022	2023	2024
Direct withdrawals at sites	Surface water	653	552	583
	Groundwater	3,439	3,209	3,376
	Other local sources	0	0	4
External water supply	Municipal water supply	2,833	2,702	2,889
	Other external sources	70	66	66
Total		6,995	6,529	6,918

Wastewater volume by disposal method (1,000 m³)		2022	2023	2024
Local sewer system		5,184	4,721	4,728
Specially treated wastewater*		25	20	201
Direct discharge (after pretreatment)		192	184	258
Other wastewater disposal methods		0	0	218
Total		5,401	4,925	5,405

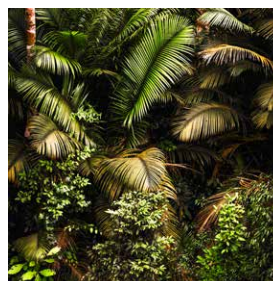
* The category "specially treated wastewater" was newly introduced in the light of the CSRD. It includes all wastewater that, for technical or regulatory reasons, requires separate treatment in special wastewater treatment facilities and cannot be treated by a local wastewater treatment plant.

Chemical oxygen demand

Not all sites measure chemical oxygen demand, which is why the scope of consolidation differs considerably: Sites that do not record COD include: Teterboro, Branchburg, Australia, Corby, Exeter, Tortuitas, Guymon, Changzhou, Giraffe, Eden Valley, Lillington, Japan, Isando, Pet Food Netherlands, Languidic. In the 2024 reporting year, the chemical oxygen demand in wastewater amounted to 7,348 metric tons – up around 11% on the previous year (6,636 metric tons) as production volumes increased. Eco-efficiency – that is, the ratio of chemical oxygen demand in tons to value added in millions of euros – reached a figure of 4.03, a 3.3% improvement compared to the previous year (4.17).

Water withdrawal, wastewater generation and water consumption in areas with water stress

Overall, Symrise withdrew 677,438 cubic meters of water at sites in areas of water stress in the reporting year, which corresponds to around 9.8% of the total water withdrawn by the Symrise Group. The total wastewater volume of all production sites located in areas of water stress amounted to 589,587 cubic meters in the reporting year, equivalent to around 10.9% of the global wastewater volume. This means that 87,849 cubic meters of water were consumed in areas of water stress, accounting for around 5.8% of Symrise's total water consumption. Compared to the previous year (76,370 cubic meters), water consumption in areas of water stress has thus increased by around 15%.



Biodiversity is a natural treasure for Symrise that enriches and inspires the company's research & development

A wide range

More than 25 ecosystem services of all categories were examined.

<25

Biodiversity and ecosystem services

Biodiversity as the basis for inspiration, innovation and value creation

Biodiversity refers to the variety of life from the microcosm to the macrocosm. The term covers species diversity, genetic diversity within and between species, and the diversity of terrestrial and aquatic ecosystems. The wide range of plants, animals, fungi and microorganisms, as well as the biochemical substances, information and blueprints contained within them, is the result of a long natural evolutionary process and an important basis for Symrise's business model. The company's product innovations are based on or inspired by the diversity of nature: botanical essences, extracts, oils, concentrates, teas, fruits, blossoms, spice mixtures, fragrances, flavors and much more. As such, biodiversity is a natural treasure for Symrise that enriches and inspires the company's research and development. And it also enables the company to inspire customers and consumers with sustainable product solutions centered around nutrition, health, beauty and well-being.

Relevant impacts, risks and opportunities were identified and evaluated as part of the materiality assessment. This resulted in the following topics in the areas of biodiversity and ecosystems being classified as material:

Topic	Material risks/opportunities	Material positive impact	Material negative impacts
Impacts on the state of species	Natural resources and biobased raw materials essential for Symrise's production processes are becoming increasingly scarce and expensive, leading to rising operating costs. The upstream value chain could suffer disruptions or break down completely or in part, potentially preventing Symrise from fulfilling its delivery contracts and resulting in a loss of sales, customers or even lines of business.		Sourcing of raw materials in Symrise's upstream value chain has negative impacts on biodiversity.
	Availability of raw materials may decrease, driving up procurement costs – in the worst case, there may be a complete breakdown of the supply chain due to species extinction.		
Impacts on the extent and condition of ecosystems			Sourcing of palm oil contributes to deforestation.
Direct impact drivers of biodiversity loss	High costs may arise due to operational disruptions caused by natural disasters, water scarcity and other secondary impacts of climate change.		Indirect impacts on biodiversity loss due to the contribution to climate change
Impacts and dependencies on ecosystem services	A loss of ecosystem services for the company's production processes (in particular water provision and filtration) could lead to higher production costs or downtime.		
	A loss of ecosystem services for suppliers' production and agricultural processes (e.g., soil formation, biomass production, water provision and filtration) could lead to higher production costs or production stoppages.	Symrise's biobased raw material portfolio is highly dependent on functioning ecosystems and the provision of ecosystem services for the cultivation of raw materials. Direct supply chain investments in the countries of origin may improve environmental conditions and the provision of ecosystem services. This can mitigate procurement risks while ensuring the provision of ecosystem services to local communities that depend on them to make a living.	

In this chapter, Symrise is reporting on impacts, dependencies and strategic approaches related to biodiversity management in reference to ESRS E4. The company conducted a gap analysis between its existing reporting practices and the requirements of ESRS E4 in 2024. This entailed reviewing existing metrics and laying the groundwork for collecting, managing and reporting new metrics. Since these efforts are still ongoing, some metrics cannot yet be fully determined and reported for the entire Group. In 2024, Symrise carried out a biodiversity impact analysis for its production sites, which is still being evaluated. In the value chain, where impacts and risks related to biodiversity are most

significant, the analysis has been delayed due to insufficient data on the origin of raw materials. The high number of material flows as well as their complexity and context-dependent interactions make a detailed assessment difficult. Therefore, Symrise has decided not to report on expected financial implications in reference to ESRS E4-6. These topics will be prioritized as the company develops a Nature Transition Plan within the meaning of ESRS E4-1. Symrise's existing biodiversity management extends beyond the IROs covered by the materiality assessment, which is why the description of actions and policies refers exclusively to these operational IROs.

Symrise draws on biodiversity both directly and indirectly at all organizational levels of biology:

- **Genetic diversity:** genetic resources and derivatives for research and development
- **Species diversity:** wild and domesticated species used to obtain raw materials
- **Ecosystem diversity:** natural or agricultural ecosystems and landscapes where these raw materials are gathered or cultivated

What is more, the raw materials are inextricably linked to the biomes, ecosystems and cultural landscapes in which they prosper: from tropical rainforests to temperate latitudes. Not only are these materials valuable and inspiring from an ecological or aesthetic point of view, they are often closely linked to the traditional knowledge of local or indigenous communities and their cultures, traditions and practices. Like biodiversity itself, Symrise views the traditional knowledge of biodiversity, which has grown over the course of generations, as a cultural treasure worth preserving.

Impacts and dependencies

Symrise's value chains are based on biological diversity in more than just a material sense. They also depend on the ecological functions, processes and services of intact ecosystems. Ecosystem services are defined as the benefits or advantages that ecosystems provide for humans. As Symrise sees it, there is broad scientific consensus that biodiversity and ecosystem services are both a prerequisite for human well-being and at the same time a form of natural capital and ecological infrastructure that serves as the basis for economic prosperity.

In 2024, Symrise began conducting a comprehensive analysis of potential biodiversity impacts at its own production sites using the Integrated Biodiversity Assessment Tool (IBAT). The company was able to identify protected areas and other key biodiversity areas that are located within various radii (1, 5, 10 km) of Symrise production sites. To determine whether Symrise's business activities are actually having a negative impact on the protected areas near its production sites, it will be necessary to conduct further analyses that take into account the local environmental conditions on the one hand and specific production processes, environmental aspects and possible impact pathways on the other. As soon as more detailed results are available, Symrise will publish them within the framework of its annual sustainability reporting.

Several years ago, Symrise also analyzed and evaluated operational dependencies and interdependencies on and with biodiversity and ecosystem services along the value chain, based in part on the Ecosystem Services Review of the World Resources Institute. The results were critically reviewed and validated in 2024 using the ENCORE assessment tool. Symrise assesses the criticality of its dependence on a particular ecosystem service based on the following criteria:

- How essential the service is to supporting or maintaining the company's value chains and/or operational processes
- Whether the relevant ecosystem service can be substituted
- How cost-effective any available substitutes would be

For this purpose, Symrise has examined more than 25 ecosystem services in all categories, taking into account all stages of the value chain. These categories are:

- Provisioning services
- Regulating services
- Supporting services
- Cultural services

In the context of the value chain, the ecosystem services identified as material are presented as follows based on the assessment methodology:

1. Definition and explanation of the ecosystem service category
2. Designation of each material ecosystem service per ecosystem service category
3. Description of the interdependency
4. Description of direct, indirect, actual or potential impacts

Provisioning services: basis of the raw material and product portfolio

Provisioning services encompass material goods such as food, water, building materials, fibers, pharmaceuticals and other renewable resources. Symrise is dependent on provisioning ecosystem services because they are essential for its production processes and portfolio:

Biological raw materials



Dependency: Medicinal and aromatic plants, agricultural products or plant and animal by-products from farming and forestry are essential value-adding components of the portfolio in all application areas. The quality and availability of these raw materials hinge on healthy and productive cultivation systems and practices in the regions of origin.

Impact: Decisions regarding product development or purchasing, whether they are made by Symrise itself or by its customers or suppliers, can either support or hinder sustainable cultivation practices and thus the ecological productivity and resilience of cultivation systems in the countries of origin.

Wild-growing and medicinal plants



Dependency: Wild-growing medicinal and aromatic plants as well as other botanicals from nature have unique aromatic, nurturing or healing properties that Symrise integrates into its product lines.

Impact: These resources may be threatened species or come from biodiversity-rich, ecologically vulnerable regions. They require careful stewardship at the population and ecosystem level to avoid overexploitation of wild populations. At the same time, these valuable biological resources contribute to local value creation and the valorization of natural ecosystems, which can encourage their protection.

Water supply



Dependency: Freshwater is an indispensable raw material in agricultural production and an essential production factor in Symrise's operational processes, including manufacturing and research facilities. Local ecosystems like wetlands as well as healthy, abundant, ecologically balanced groundwater aquifers in a good chemical state in the catchment area play a crucial role in securing the water supply across all stages of the value chain.

Impact: Excessive water use and consumption, along with inadequate wastewater treatment, can harm aquatic ecosystems, overwhelm their cleansing function and impair water quality and availability along all stages of the value chain, particularly in vulnerable regions and areas with water stress.

Genetic resources



Dependency: For its research and development, Symrise draws on genetic diversity and a broad range of genetic resources and biochemical substances from plants, algae, fungi, microorganisms and animal sources.

Impact: By incorporating ethical principles and robust due diligence systems into biodiversity-based research and innovation programs, Symrise helps ensure that biological and biocultural diversity is valued. The company thus promotes the sustainable development of nature and local communities in the countries of origin.

Regulating services: the backbone of supply chain resilience

Ecosystems regulate and stabilize climatic conditions, surface water runoff, water quality, the concentration of pollutants in soil, water and air, and the population sizes of harmful organisms. Regulating services thus ensure the operational stability and resilience of Symrise's supply chains and operating processes.

Pollination



Dependency: Many of the biological raw materials Symrise uses – from apples and bananas to vanilla and citrus fruits – depend on natural pollinators such as bees, beetles, butterflies, bats, hummingbirds and other beneficial animals.

Impact: Land-use changes, habitat loss, inappropriate pesticide use and other unsustainable practices can substantially reduce local pollinator populations.

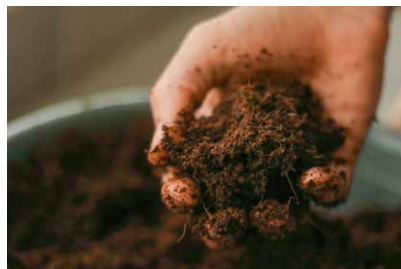
Water regulation



Dependency: Ecosystems like wetlands and forests store water, regulate water flow, prevent flooding and ensure a consistent supply of water for agricultural and industrial use. This service is key to ensuring consistent yields and the continuity of production processes.

Impact: Ecological degradation and functional losses due to climate change or unsustainable land use, water withdrawal and water use can severely damage the buffering and regulating function of ecosystems, especially in ecologically vulnerable regions and areas with acute or chronic water stress.

Erosion control and preservation of soil quality



Dependency: Healthy soils are essential for farming and forestry, since they support nutrient cycling and prevent soil degradation.

Impact: Unsustainable farming practices can impair the soil's chemistry, structure, biology and ecological functionality in the long term, especially in climatically vulnerable regions.

Pest and disease control

In farming and forestry, natural enemies of crop pests regulate pest populations, minimize crop losses and reduce the amount of pesticides needed. Habitat loss due to land-use changes and unsustainable farming practices can severely harm and diminish populations of beneficial organisms and the services they provide.

Climate regulation



Dependency: Forests and other natural ecosystems regulate the global and regional climate and provide stable growth conditions for wild-growing plants and agricultural crops.

Impact: Greenhouse gas emissions in conjunction with ecological degradation processes along all stages of the value chain lead to a reduction in ecological buffer functions and an increase in atmospheric CO₂ concentrations, thus accelerating climate change.

Cultural services: inspiration for innovation and enhancement of brand value

Cultural ecosystem services encompass the intangible benefits provided by an intact natural environment, including tourism and recreation, aesthetic inspiration and spiritual fulfillment. Symrise draws inspiration from the cultural and aesthetic values of biodiversity and local communities' traditional knowledge associated with biodiversity. This biocultural diversity contributes to Symrise's brand identity and value.

Inspiration and aesthetics



Dependency: The diversity, beauty and uniqueness of different species and ecosystems provide inspiration for spirituality, art and culture. They also serve as a muse for Symrise's product development. Biodiversity offers inspiration for new fragrances, flavors and functional ingredients, thus expanding the creative potential of perfumers and flavorists as well as researchers and product developers in all segments.

Impact: By coupling this capacity for inspiration and innovation with efforts to foster biological and cultural diversity, Symrise can simultaneously unleash its business model's transformative potential and beauty.

Supporting services: the foundation of ecological integrity

Supporting services are not strictly speaking "services" because their benefit to humans is indirect. More accurately, they are fundamental ecological processes that are necessary to sustain all other ecosystem services. Among these are photosynthesis, soil formation, nutrient cycles, the creation of habitats and ecological niches for different species and organisms, and the propagation and development of their genetic diversity in order to adapt to environmental changes.

Ecological processes occur as a result of the activity of species and organisms and their relationships with each other and with their inanimate environment. These are the fundamental building blocks and connecting elements that interact to create ecosystems in the first place, which are then able to maintain themselves and ultimately ensure favorable living conditions for the biosphere.

Since impacts and dependencies have already been derived from the interdependencies of all other ecosystem services, they will not be further discussed in the context of supporting services.

The biodiversity crisis: a global challenge for the economy, society and Symrise

The global biodiversity crisis has worsened in recent years and represents one of the greatest challenges of our time. Scientific reports such as the Millennium Ecosystem Assessment at the beginning of the 21st century and, not least, the Global Biodiversity Assessment Report of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) have been warning of a drastic loss of biodiversity at all levels for years.

For one thing, this concerns genetic diversity, which is essential for the adaptability and resilience of wild or domesticated species. As much as 75% of agricultural biodiversity has already been lost, making food systems more vulnerable to pests and diseases. In addition, crop breeding offers only limited scope for adapting varieties and cultivation systems to climate change. At the same time, the IPBES reports that around one million wild animal and plant species are threatened with extinction. There are also other causes for this besides climate change, such as habitat loss, overuse of resources, the spread of invasive species, increasing pollution and the creeping poisoning of environmental compartments by waste and chemicals that are not found in nature. These main drivers often reinforce each other, thus affecting entire ecosystems and biomes. All this jeopardizes not only the stability of the biosphere, but also the cultural and economic foundations and achievements of humanity.

Companies like Symrise, whose business depends on natural resources, recognize the urgency of the situation and are calling for all parts of society to join forces and show courage, creativity and ingenuity as they work to overcome this crisis. A coordinated global response is essential to protect the foundations of life and to halt and reverse the erosion of the planet's natural capital.

The global biodiversity crisis has worsened in recent years and represents one of the greatest challenges of our time.

Analyzing, evaluating and managing risks and opportunities

Like biodiversity itself, the risks and opportunities for Symrise's divisions that arise from the interplay of operational impacts and dependencies are not only diverse but also dependent on context.

For this reason, the company has intensified its efforts to continuously improve its risk management system based on the requirements and provisions of the Task Force on Nature-Related Financial Disclosures (TNFD).

Symrise considers the impacts and risks associated with biodiversity and ecosystem services across all levels of biodiversity (genetic diversity, species diversity, ecosystems and ecosystem services) and across all stages of the value chain. Depending on the context of the assessment, the company uses a variety of tools, methods and procedures.

These include, among other things:

- Systems to improve traceability and continuously increase the granularity and contextuality of impact and risk analyses
- Geographic information systems and risk assessment tools such as the WWF Biodiversity Risk Filter, the Integrated Biodiversity Assessment Tool (IBAT) and Global Forest Watch. These are used to identify and assess ecological trends, risks and impacts along the supply chain based on different geographical areas and time periods.
- IUCN Red Lists in conjunction with socio-economic, ecological or geographical data to analyze and evaluate the impact of raw material sourcing on wild-growing species in their countries of origin
- Regulatory monitoring systems to monitor legal and operational requirements and risks associated with sourcing, using and trading raw materials

From this, Symrise is able to identify further areas of action and strategic approaches for promoting nature-positive transformation processes within the company's ecosystem.

Physical, transition and systemic risks related to biodiversity and ecosystem services that are material from Symrise's perspective are explained and illustrated below using examples at the overall company level. This in no way implies that the material risks or opportunities are equally relevant for all segments and divisions. Further information on risks and the associated opportunities can be found in the chapter "Risk and opportunity matrix – biodiversity and ecosystem services."

Physical risks

- **Acute risks:** Extreme weather events such as droughts, storms or floods can interfere with agricultural production and supply chains. Loss of beneficial organisms endangers the long-term productivity and output of cultivation systems and increases their dependence on other inputs (e.g., fertilizers and pesticides), thereby increasing the cost of raw materials.
- **Chronic risks:** Long-term trends such as climate change, ecosystem degradation, water scarcity, desertification and loss of genetic diversity can affect the availability, quality and costs of raw materials in the long term, while increasing the effort and costs involved in regenerative measures to reduce productivity losses or jeopardizing the effectiveness of these measures.

Transition risks

- **Regulatory risks:** International agreements and national laws (such as the Nagoya Protocol, CITES, EUDR, CSDDD, etc.) are increasing the requirements with regard to the traceability and documentation of raw material flows and their use, which in turn increases complexity and administrative effort and contributes to legal uncertainty along all stages of the value chain.
- **Technological risks:** The introduction of new monitoring and traceability systems along complex supply chains requires investments in IT, know-how and training to ensure effective operationalization.
- **Market and reputation risks:** Increasing demand for biodiversity-friendly products could harm Symrise if expectations regarding the sustainability of our raw materials and products are not met. Should Symrise or its business partners engage in or be associated with unsustainable business practices or fail to comply with legal requirements, this could jeopardize the trust that customers, consumers, investors or employees place in Symrise.

Systemic risks and opportunities

Systemic risks arise from the effects of and synergistic interplay between indirect (e.g., demographics, technology, consumption) and direct (e.g., climate change, pollution, land-use) drivers of biodiversity loss, as well as from the interactions and feedback loops between environmental systems (biosphere, climate, water and soil) and between the environment, economy and society as a whole.

At the center of all this is biodiversity – a vital key to solving global sustainability challenges. From Symrise's perspective, biodiversity can therefore be seen as both a systemic business risk and a driving force behind the development, differentiation and evolution of its business model in times of global change. The biodiversity crisis highlights how urgent it is for society and the economy to undergo a nature-positive transformation. It also underscores the importance of Symrise's sustainability approach, which reconciles today's business success with securing future value creation potential.

Risk and opportunities matrix – biodiversity and ecosystem services

Risk category	Type of risk	Description	Scope	Opportunity and risk management strategies
Physical	Acute	Extreme weather events such as droughts or flooding could interfere with or disrupt agricultural production and supply chains.	Upstream, operations	Diversifying growing regions; preparing contingency plans for weather events; working with suppliers to improve agro-ecological resilience
		Loss of pollinators and other beneficial animals could lead to reduced yields, especially for pollination-dependent crops.	Upstream	Promoting pollinator habitats in raw material cultivation; enforcing regenerative, biodiversity-friendly cultivation methods along the supply chain and partnering with local farmers
	Chronic	Long-term soil degradation could reduce productivity and increase dependency on synthetic inputs.	Upstream	Introducing regenerative practices such as agroforestry; developing criteria and training for suppliers and farmers to improve soil health
		Loss of genetic diversity could limit Symrise's ability to innovate in the area of natural ingredients and make it more difficult to adapt to environmental changes.	Upstream, operations	Using genetic resources in accordance with the Nagoya Protocol and the International Plant Treaty; promoting sustainable use practices and investing in biodiversity-enhancing innovations
		Water scarcity in growing regions could jeopardize the productivity of cultivation systems and thus affect production processes and the availability of raw materials.	Upstream, operations	Investing in water management technologies; supporting projects to restore ecological infrastructure in water catchment areas
Transition	Political and legal	Stricter regulations on the use of genetic resources (Nagoya Protocol, CITES, supply chain due diligence laws) can increase the administrative burden and legal uncertainty.	Upstream, operations	Optimizing traceability systems; establishing robust compliance structures and due diligence processes; training relevant stakeholders on operationalization along the value chain
	Technological	Investments in monitoring technologies and traceability systems could incur high short-term costs.	Upstream, operations	Optimizing and integrating advanced technologies to increase transparency; expanding partnerships to enhance monitoring solutions
	Market and reputation	Public awareness of unsustainable practices in the supply chain could damage Symrise's or its business partners' reputation and jeopardize market share.	Upstream; downstream	Optimizing due diligence systems, including grievance mechanisms; introducing and monitoring biodiversity-friendly purchasing standards; communicating transparently about sustainability practices in the supply chain
Systemic	Interdependency risks and cascading effects	The combination and interaction of loss drivers, including climate change, habitat loss and species extinction, soil erosion, water scarcity and genetic erosion, can accelerate the chronic degradation of ecosystems worldwide. They can also cause a loss of essential ecosystem functions and impair the availability of essential ecosystem services at all stages of the value chain.	Upstream, operations, downstream	Entering into strategic collaborations for developing, testing and scaling up regenerative intervention projects that can help maintain and expand ecological infrastructure and natural capital in vulnerable sourcing regions of strategic biological resources worldwide; increasing the portfolio's functional redundancy by securing and expanding expertise in the fields of chemistry and biotechnology; expanding opinion leadership across the entire corporate ecosystem and introducing transformative, nature- and culture-positive business models, products, projects and processes

Policy & governance

Symrise has signed the Business & Biodiversity Pledge of the Global Partnership for Business & Biodiversity and the Leadership Declaration of the Biodiversity in Good Company Initiative, thus committing itself to sustainable business practices in line with the core objectives of the UN Convention on Biological Diversity years ago. In addition, the company aligns its policies and operations with other international, European and national requirements, as well as voluntary frameworks and strategies, including:

- The Kunming-Montreal Global Biodiversity Framework (GBF)
- The UNCTAD Biotrade Principles and the Ethical Biotrade Principles of the Union for Ethical Biotrade
- Requirements for trading, using and marketing genetic resources (Nagoya Protocol) or endangered species collected in the wild (CITES)
- Requirements for developing science-based targets for nature or holistically improving risk assessment and management strategies and procedures based on the Task Force on Nature-Related Financial Disclosures (TNFD)

Symrise manages the topic of biodiversity and ecosystem services in an integrative yet context-specific way. In close coordination with the Sustainability Board, the Corporate Sustainability department defines the global strategic framework, including long-term targets, corporate policies and overarching sustainability programs, while taking into account material opportunities and risks, legal obligations and the requirements and needs of stakeholders. Our global biodiversity-related company policies (forest conservation, trading with threatened species, Nagoya Protocol, etc.) cover all stages of the value chain and also take social matters such as the rights of local or indigenous communities into account.

Symrise manages the topic of biodiversity and ecosystem services in an integrative, yet context-specific way.



Symrise incorporates all stages of the value chain and takes social matters, such as the rights of local communities, into account.

Programs, projects and processes are implemented in close coordination with the segments, divisions and functions, which receive operational support from the sustainability staff units and interdisciplinary teams of experts as well as function-specific Centers of Excellence.

In 2024, Symrise introduced additional actions to further advance the systemic integration of biodiversity and ecosystem services in the segments and divisions of Symrise and beyond. The aim of these actions is to strengthen and ensure the company's effectiveness and efficiency in addressing complex biodiversity- and nature-related sustainability challenges by involving critical stakeholders from business, science and civil society.

Strategic pillars and targets

Symrise's overall sustainability approach aims to further strengthen and expand the company's innovative strength, adaptability and competitiveness in the face of increasing sustainability challenges. That is why the subject area of biodiversity, ecosystem services and natural capital will play an even more influential role in Symrise's business strategy and sustainability agenda in the years to come. Important fields of action and strategic targets of the company include:

- Biodiversity and nature mainstreaming: By systematically incorporating nature into its understanding of value, Symrise can rethink and redefine value creation. This provides Symrise with a clear compass and benchmark to guide the company on its transformative journey toward a nature-positive future and to measure its success along the way.

- **Increasing natural capital:** By investing in the conservation and sustainable use of species and genetic resources, as well as in the regeneration and restoration of ecosystems, ecosystem functions and services, Symrise is strengthening its “natural capital balance sheet” and future-proofing its core business.
- **Regenerative agriculture and raw materials:** By helping to incorporate ecological principles and regenerative cultivation practices in its strategic supply chains, the company strengthens the resilience of its raw material supply and contributes to sustainable development processes in the countries of origin.
- **Innovation and product development:** Symrise promotes the sustainable use of genetic resources and derivatives in research and product development, while at the same time honoring the associated traditional knowledge of local or indigenous communities. This enables the company to diversify its portfolio, create differentiated products and inspire and excite sustainability-conscious consumers together with its customers.
- **Sustainable product design and circular economy:** By increasingly applying sustainable design principles in product development and production and by putting by-products and waste streams to good use, Symrise is tapping into new value creation potential, reducing its environmental footprint and improving resource effectiveness and efficiency along the value chain.
- **Partnerships and capacity building:** By working with farmers, business partners, local communities and expert partners from academia and non-governmental organizations, Symrise can strengthen its sourcing and innovation network, broaden its strategic outlook, develop knowledge and skills, and share them effectively with all stakeholders throughout the entire business ecosystem.
- **Market positioning and more sustainable products:** Transparent supply chains and sustainable ingredients, coupled with a clear focus on healthy, inspiring “nature- and culture-positive products”, build trust in the brand and the company. This enables Symrise to strengthen its competitive position, enter new market segments and expand its market share in both niche and mass markets.

On this basis, Symrise intends to further accelerate the evolution of its business model, unlock additional value creation potential and generate positive socioeconomic and ecological externalities.

Sustainable sourcing of strategic biological resources

Five years ago, Symrise set itself the target of procuring its strategic biological raw materials from sustainable sources by 2025. To this end, in-house sustainability experts developed a robust set of criteria for selecting strategic raw materials and devised methods for evaluating their sustainability performance. The segments applied the following criteria in selecting their raw materials, suppliers and countries of origin:


- **Responsibility:** Compared to the world market, Symrise is a relevant procurer of the raw material in question (e.g., vanilla).
- **Visibility:** Iconic materials that are strongly associated with our industry (e.g., patchouli)
- **Criticality & sustainability:** Materials linked to significant environmental challenges in the countries of origin (e.g., mint)
- **Commercial relevance:** High procurement volume or high sales value of the product solutions associated with the raw material (e.g., terpenes)
- **Uniqueness & functional relevance:** The raw material in question has unique olfactory, flavoristic or functional properties essential for product development and is very difficult or impossible to substitute (e.g., sandalwood).

These strategic biological resources are accepted as being sustainable if the materials in question have been certified or validated in accordance with relevant sustainability standards or if there is documented evidence that their cultivation system meets defined criteria for sustainable cultivation, e.g., in the context of the company’s operational supply chain projects and programs in collaboration with customers, suppliers and non-governmental organizations.

The sustainability status of strategic biological raw materials is regularly reviewed and updated by the segments’ sustainability staff units based on their exchange with suppliers and other stakeholders. In turn, Corporate Sustainability reviews, evaluates and aggregates the sustainability performance of the individual segments for the purpose of sustainability reporting on an annual basis.

In 2024, Symrise’s total strategic biological raw material purchases amounted to approximately 45,000 tons, which is equivalent to less than 5% of the total procurement volume (including non-renewable raw materials). Approximately 27% of these strategic biological raw materials were used in the TN&H segment. This includes only raw materials for the Food & Beverage division (including Flavors) and none of the raw materials for the Pet Food division and Probiotics business unit. Roughly 73% of the total volume of strategic biological raw materials at Symrise is attributable to the S&C segment. This covers biological raw materials for all divisions, including Fragrance, Cosmetic Ingredients and Aroma Molecules (bio-based).

Symrise was not able to achieve a year-on-year improvement in the share of strategic biological raw materials coming from sustainable sources, with a figure of around 92% in 2024 compared to 95% in 2023. The company will therefore step up its efforts to achieve this corporate target in 2025. In the course of developing its Nature Transition Plan in response to the requirements of the EU Corporate Sustainability Reporting Directive (ESRS E4-1), the recommendations of the Taskforce on Nature-Related Financial Disclosures (TNFD) as well as material stakeholder demands and strategic business interests, Symrise intends to intensify its commitment to sustainable cultivation systems and resilient supply chains in the coming years and to expand this commitment to further bio-based supply chains.



Targets
Symrise is striving to increase its environmental efficiency by 4% annually.

Symrise uses the circular economy as a way to ease demand for resources.

4%

Circular economy

Waste management and circular economy

Growing populations, changing lifestyles and new consumption patterns are driving global resource demand. The traditional linear production and consumption world is based on the “take-make-dispose” model, in which both renewable and non-renewable resources are converted into goods that are often disposed of after use, with only a small proportion being recycled or reused. The transformation to a circular economy represents a paradigm shift aimed at retaining raw materials in technical and biological cycles, avoiding waste and preserving the long-term value of resources.

The 2024 materiality assessment confirms that topics in the areas of the circular economy and waste management, as well as sustainable product innovation, are of central importance:

Topic	Material positive impacts	Material negative impacts
Waste	Symrise uses disruptive technologies and innovative business models to help its customers reduce the amount of waste they produce.	
Sustainable product innovations	With to its innovative product portfolio, Symrise contributes to consumer health while also reducing the environmental footprint of its product solutions.	

In this chapter, Symrise is reporting in reference to ESRS E5. The chapter deals with policies, targets and actions related to waste management and the implementation of circular economy principles. In 2024, the company conducted a gap analysis between its existing reporting practices and the requirements of ESRS E5, reviewed its existing metrics and laid the groundwork for new metrics. Since this process is not complete, some metrics cannot yet be fully recorded and reported for the entire Group. This applies in particular to the complete quantification of all material flows at the segment and company level, as well as the expected financial implications within the meaning of ESRS E5-6 arising from risks and opportunities related to waste management and resource use. Symrise's operational actions in this area even extend beyond the aspects defined in the materiality assessment.

Symrise envisions a future in which all of its raw materials come from sustainable sources, waste is avoided to the greatest extent possible and its product solutions, regardless of their origin, are ultimately fully biodegradable and can be safely returned to nature after the product use phase. The company has therefore come to recognize the strategic necessity of implementing circular economy principles. This will help Symrise to curb the demand for resources and minimize environmental impacts. Symrise is guided by internationally accepted policies and principles, such as Cradle to Cradle® and green chemistry, which serve as an important benchmark for the company's activities.

Especially in the global context of the food and consumer goods industry, material flows are predominantly linear: Raw materials are taken from nature, converted into food and consumer goods, and after having been eaten or used, they are returned to the environment, often via households' wastewater. Packaging waste, which should ideally be collected and recycled, often ends up in landfills or is incinerated. Improper disposal also has significant environmental impacts – a case in point being the plastic pollution of rivers and oceans and the related effects of microplastics on food chains and human health. As a supplier of ingredients, the design of packaging materials and the disposal of packaging waste are beyond Symrise's direct sphere of influence. Nevertheless, the company is committed to finding innovative solutions that will help minimize the environmental impact of its products and processes.

Managing environmental impacts, risks and opportunities

... at our sites

In its operations, Symrise applies the principle of “reduce, reuse, recycle” at its production and development sites. Its internal environmental policies are aimed at systematically minimizing emissions and waste. This makes it necessary to devise sustainable production processes geared toward closing material loops and avoiding waste from the outset. For this reason, Symrise is continually working to improve its production processes with a view to increasing resource efficiency and making use of valuable residual materials – for example, to produce compost – instead of disposing of them. The use of modern end-of-pipe technologies, such as wastewater treatment systems and air filters, helps to further reduce unavoidable emissions. Progress is documented through routine monitoring and transparent reporting based on clearly defined KPIs (see below). As part of its supply chain due diligence, Symrise applies non-financial procurement criteria that take into account aspects such as the environment, quality and human rights. In its guidelines and codes of conduct, the company calls on its suppliers to properly store, dispose of and, where possible, recycle hazardous substances, waste and wastewater. Symrise also continuously monitors legal developments in the area of waste disposal and works closely with certified disposal companies.

... along the value chain

Beyond the site level, Symrise aims to align research and development, sourcing and product design with the requirements of the biological cycle along the entire value chain. Inspired by internationally recognized concepts such as Cradle to Cradle® and green chemistry, Symrise seeks to consistently decouple resource consumption from economic growth, curb the demand for resources and thus sustainably reduce the pressure on ecosystems. It does so, for example, by systematically identifying potential for the commercial exploitation of secondary raw materials and by using innovative approaches to promote the cascading use of by-products and waste streams. Among other things, Symrise utilizes a variety of by-products or waste streams from the agricultural or food industry to produce broths, powders, purified fats or ingredients for pet food. With its patented Symtrap® process, Symrise is furthermore able to recover flavor-active components from the by-products of selected food processing chains.

The company is also strengthening its focus on sustainable sourcing of renewable resources. Going forward, it intends to give even greater priority to natural raw materials from sustainable and regenerative cultivation systems, thereby improving ecological soil and water quality and increasing the resilience and quality of the supply chain. In addition, Symrise is working on developing product solutions that make a positive contribution to the protection of ecosystems and human health, for example by avoiding or substituting hazardous substances or improving the biodegradability of fragrances. One accomplishment the company is particularly proud of is the biodegradable fragrance capsule that its researchers developed. This allows the company to help its customers protect aquatic ecosystems from microplastics pollution, which can come from fabric softeners or cosmetic products, for example.

As part of the company's sustainability management and on the basis of its Environmental Policy, the Corporate Sustainability department coordinates global initiatives, while individual segments and divisions work closely together to implement operational measures. The company also aims to minimize food waste along the supply chain by means of its "Avoiding Food Waste" framework directive – a contribution to achieving SDG 12 "Responsible Consumption and Production." Another priority on the Symrise sustainability agenda is its participation in multi-stakeholder dialogues aimed at developing circular economy metrics and assessment procedures for monitoring and managing the company's sustainability performance.

**In its operations,
Symrise applies the
principle of "reduce,
reuse, recycle" at
its production and
development sites.**



Symrise applies various methods to derive value from the by-products of raw materials.

Sustainability targets

Symrise has endeavored for years to continuously minimize hazardous waste and to increase environmental efficiency in this area by 4% annually until 2025, based on the value added.

In the area of non-hazardous waste, Symrise strives to divert biobased waste streams generated by its own production operations away from disposal wherever possible and find uses for them that create value.

Symrise has also been part of the 10x20x30 initiative since 2021. Under this initiative, ten of the world's largest food retailers and suppliers have joined forces with 20 of their key suppliers to reduce food losses in the supply chain by 2030. The participating companies have set themselves the target of cutting food loss and waste in half by then. They also measure and publish food loss and food waste levels and take actions to reduce waste.

As part of its commitment to a circular economy and in view of the requirements of the Corporate Sustainability Reporting Directive, Symrise is also working on methods and actions that will enable it to more strongly promote sustainable product innovations and evaluate, continuously monitor and optimize the circularity of the portfolio.

Metrics

The following sites had not submitted any information on waste by the reporting date: Pet Food Netherlands, Pet Food Languidic, Pet Food UK, Pet Food Hungary, Pet Food Guymon, Champlain, Lillington, Spencer, Ying Tan and Chang Zhou. In addition, the reported figures include estimates and extrapolations of waste quantities.

Waste generation

In 2024, Symrise thus generated 235,371 metric tons of waste – a decline of 5.0 % despite the increase in production volume. Of this total, 9.4% was hazardous waste and 90.6% was non-hazardous waste. There was a particularly encouraging decline in non-hazardous waste, which fell by 6.4% from 227,772 tons in the previous year to 213,174 tons.

The increase in hazardous waste – from 19,996 metric tons in 2023 to 22,197 metric tons in 2024 (an increase of 11%) – is a reflection of the higher production output. Meanwhile, positive progress has been made in terms of eco-efficiency, which is defined as the ratio of generated waste in metric tons to value

added in millions of euros. Although the company ended the reporting year with an eco-efficiency of 12.2, which is an improvement of 3% compared to the previous year's 12.6, it is still a figure Symrise is working to improve upon in order to achieve or exceed its target of an annual increase of at least 4%.

Waste generation (hazardous vs. non-hazardous)

	2022	2023	2024
Hazardous waste	19,112	19,996	22,197
Non-hazardous waste	248,506	227,772	213,174
Total	267,618	247,768	235,371

Waste disposal

In light of new regulatory requirements and changes in stakeholder expectations, Symrise revised the metrics in the area of waste disposal in 2024. A comparison with previous years is not possible at present because it will take some time to allocate all of the previous years' waste volumes to the newly developed categories and metrics.

In 2024, around 80% of the waste generated by Symrise was recycled or reused, leaving only approximately 20% to be disposed of or eliminated. The disposal rate for hazardous waste was 56.6%, with the vast majority being incinerated. Some 43.4% of Symrise's hazardous waste could be diverted from disposal, of which around 13% was recycled or reused.

Share of generated waste (hazardous and non-hazardous) by disposal method

Waste disposal	Hazardous waste (t)	Non-hazardous waste (t)	Total (t)
Waste directed to disposal	12,551.0	32,072.0	44,622.0
of which incineration	10,214.5	2,985.4	13,199.9
of which landfill	1,688.7	27,681.1	29,369.7
of which other	647.1	1,405.2	2,052.3
Waste diverted from disposal	9,636.0	179,371.0	189,007.0
of which reuse	359.2	1,789.5	2,148.7
of which recycling	2,616.4	11,792.8	14,409.2
of which composting/land application	0.0	134,381.3	134,381.3
of which biogas	0.0	11,585.3	11,585.3
of which other	6,660.4	19,822.4	26,482.8

The situation is reversed for non-hazardous waste, with only 15.2% going to disposal and around 84.8% being put to value-adding use. Of the latter, some 61% involved organic production waste being composted and used as fertilizer in agriculture, while 5.5% was used to produce biogas.

Circularity rate of the raw materials portfolio*

During the 2024 reporting year, Symrise developed a process in reference to the Circular Transition Indicators method of the World Business Council for Sustainable Development (WBCSD) to assess the circularity status of the raw material portfolio for both non-renewable and renewable raw materials.

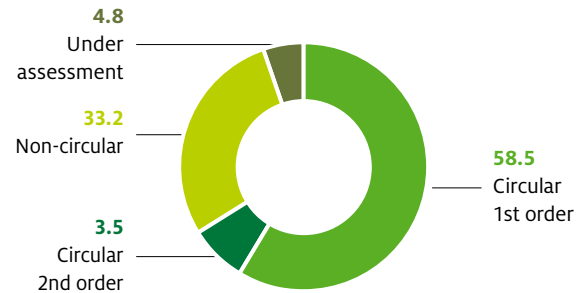
Symrise classifies renewable or non-renewable raw materials as circular if they come from upcycled waste streams or by-products of upstream industries and would otherwise have been disposed of or used for lower-value purposes. Symrise distinguishes between circular materials that have already been upcycled by suppliers (circular 2nd order materials, e.g., citrus oils) and circular materials that are upcycled by Symrise (circular 1st order materials, e.g., raw turpentine). Moreover, renewable raw materials that are not derived from by-products are considered circular if they come from sustainable or regenerative cultivation systems.

In 2024, Symrise assessed the majority of its raw material portfolio using this methodical approach, with the share of circular materials (1st and 2nd order) totaling 62% of the assessed raw material volume. All of these circular materials are of biogenic origin, i.e., renewable resources, with by-products from the agricultural and food industries accounting for the largest share. Overall, 33.2% of the materials assessed are non-circular, with none of the non-renewable raw materials used by Symrise currently being classified as circular.

*The contents of this section are unaudited voluntary disclosures.

Circular status of renewable and non-renewable raw materials

in %



While the initial assessment of the raw materials portfolio made good progress in 2024, the circularity assessment of the various product portfolios will take some time due to methodological reasons and the complexity of the matter. To accelerate this process, Symrise has decided to intensify its collaboration with the World Business Council on Sustainable Development (WBCSD) in the context of the Circular Products & Materials Pathway from 2025 onward, in order to speed up the development and optimization of circular assessment procedures and metrics in collaboration with other WBCSD member companies.

Sustainable product innovations

Symrise develops new products every year and has set itself the target of achieving at least 15% of its sales with these products, in order to make its innovative strength measurable. For this purpose, Symrise looks at the sales generated by the market launches of the last three fiscal years relative to the Group's sales in the past fiscal year. In 2024, the company again achieved the target of generating 15% of its sales with these new product developments launched in the previous three years. For more information on research and development, please refer to the chapter of the same name in the Group management report. The chapter explains the guidelines applied, the organization, external collaborations, areas of focus, patents and awards.



Reporting in accordance with Article 8 of the EU Taxonomy Regulation

Objectives and requirements of EU Taxonomy

Through its Taxonomy Regulation, the EU defines which economic activities contribute to the EU's six overarching environmental objectives and can therefore be considered sustainable investments. These six environmental objectives are:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- The transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

Companies in the real economy covered by the Taxonomy Regulation must disclose the part of their sales, capital expenditure and operating expenditure that meets the requirements for these environmental objectives. In doing so, they must distinguish between taxonomy eligibility and taxonomy alignment:

Taxonomy-eligible: An economic activity is taxonomy-eligible if it is listed in the EU taxonomy and can potentially contribute to at least one of the six environmental objectives.

Taxonomy-aligned: An economic activity is taxonomy-aligned (environmentally sustainable) if, at the same time, it

- contributes substantially to the environmental objective on the basis of predefined technical screening criteria,
- does not adversely affect any other environmental objective ("do no significant harm" criteria), and
- adheres to procedures that ensure a minimum level of protection of human rights and social and labor standards (minimum safeguards).

In accordance with the EU taxonomy, Symrise is disclosing information on taxonomy eligibility and alignment for all six environmental objectives for the 2024 fiscal year. Since there is still some uncertainty about how the wording and terms used in the EU taxonomy are to be interpreted, Symrise's interpretation is presented below.

Taxonomy-eligible economic activities of Symrise

The Symrise Group is a global supplier of fragrances, flavorings, cosmetic base materials and active ingredients, functional ingredients and solutions for use in food production that are based on natural raw materials. A detailed description of the business model can be found in the chapter "BASIC INFORMATION ABOUT THE SYMRISE GROUP."

A comparison of Symrise's economic activities with the activities listed in the Taxonomy Regulation yielded the following results:

- **Manufacture of organic basic chemicals (activity 3.14):** According to Annexes I and II of Delegated Regulation 2021/2139, the special terpenes and cycloterpenes that Symrise manufactures, such as menthol, are exempt from the taxonomy requirements for climate change mitigation and adaptation. Neither does Symrise manufacture any other substances covered by the legislation.
- Symrise uses innovative processes to produce basic materials for the production of L-menthol, enabling its customers to significantly reduce greenhouse gas emissions over the life cycle of their products compared to conventional N-menthol. That is why in past fiscal years Symrise has designated certain parts of its economic activities as enabling activities within the meaning of 3.6 "Manufacture of other low carbon technologies." Due to the progress of the Houston project, which aims to increase transparency on greenhouse gas emissions at the product level, and the resulting realization that it will not be possible to obtain complete transparency on product-related greenhouse gas emissions from competitors, Symrise will no longer classify its activities as enabling

activities as of fiscal year 2024. Although L-menthol is an improvement on N-menthol, it cannot be proven with certainty at this time that it is the best-performing alternative technology on the market.

- Symrise also produces and sells active pharmaceutical ingredients (APIs). These products are assigned to economic activity 1.1 “Manufacture of active pharmaceutical ingredients” as listed in Annex III of Delegated Regulation 2023/2486. They make a substantial contribution to the environmental objective of pollution prevention and control and, for the most part, have been identified as taxonomy-aligned. However, the sales generated by this product group and the associated capital expenditure only play a minor role for the Symrise Group.
- Production of heat/cool: Symrise regularly reviews whether any of the Group’s activities fall under activities 4.20–4.25 of Annex I to Delegated Regulation 2021/2139. In the 2024 reporting year, the capital expenditure associated with these activities also played only a minor role.
- Transport: Symrise operates a large fleet of vehicles, comprising company cars, trucks, forklifts and rail vehicles, among other things. Activities that fall under section 6 of Annex I to Delegated Regulation 2021/2139 have so far been of minor importance for Symrise because they do not constitute the actual business purpose. To create transparency concerning the electrification of the vehicle fleet, as described in the Low Carbon Transition Plan, Symrise is now for the first time reporting on capital expenditure in the areas of economic activities 6.2 “Freight rail transport,” 6.5 “Transport by motorbikes, passenger cars and light commercial vehicles” and 6.6 “Freight transport services by road.” This capital expenditure only accounts for a single-digit percentage of Symrise’s total capital expenditure.
- Construction and real estate activities: Symrise builds, renovates and extends buildings for its business. The following activities fall under the economic activities listed in Annex I of Delegated Regulation 2021/2139:
 - Construction of new buildings (7.1)
 - Renovation of existing buildings (7.2)
 - Installation, maintenance and repair of energy efficiency equipment (7.3)
 - Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings (7.4.)
 - Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings (7.5)
 - Installation, maintenance and repair of renewable energy technologies (7.6)
 - Acquisition and ownership of buildings (7.7)

These activities in the areas of construction and real estate can be assigned to both the “Climate change mitigation” and “Climate change adaptation” environmental objectives. Through the capacity expansions in line with its Low Carbon Transition Plan, Symrise is pursuing the sole objective of climate change mitigation.

In terms of the EU taxonomy, Symrise does not engage in any activities that contribute substantially above all to the environmental objectives of “Sustainable use and protection of water and marine resources,” “Transition to a circular economy” or “Protection and restoration of biodiversity and ecosystems.” Moreover, Symrise is not subject to Delegated Regulation 2022/1214 because the company does not operate in the energy sector. Therefore, it does not engage in any activities in the nuclear or gas sectors and is not publishing the corresponding disclosure form. Similar economic activities in the area of the “Climate change adaptation” environmental objective are always assigned to the “Climate change mitigation” environmental objective, although there may be exceptions in individual project-related cases.

In accordance with the EU taxonomy, Symrise is disclosing information on taxonomy eligibility and alignment for all six environmental objectives for the 2024 fiscal year.

Do no significant harm (“DNSH”)

For the 2024 reporting year, Symrise analyzed DNSH criteria for economic activities 1.1 “Manufacture of active pharmaceutical ingredients,” 6.2 “Freight rail transport,” 6.5 “Transport by motor-bikes, passenger cars and light commercial vehicles,” 6.6 “Freight transport services by road” and 7.1–7.7 from the chapter “Construction and real estate activities” based on its production sites worldwide. The results show that Symrise is unable to meet and demonstrate the requirements for economic activities 6.2, 6.5 and 6.6 and is only partially able to meet and demonstrate the requirements for activities 1.1 and 7.1–7.7. The same applies to activity 7.1. Although Symrise is confident that it is capable of meeting the technical screening criteria for this activity, the company can only demonstrate this in individual cases because it is almost impossible to provide the documentation required by law outside Germany.

Climate change mitigation: The assessment that Symrise’s activities in the area of construction contribute substantially to the environmental objective of climate change adaptation is only true in certain cases. This assessment is overseen by the central Corporate Sustainability department, which also verifies compliance with the requirements for building use in such cases. When it comes to the manufacture of active pharmaceutical ingredients, Symrise can use the Symrise Product Sustainability Scorecard to provide information on the greenhouse gas emissions generated at the product level, with this information also being checked centrally. Further details on emissions calculations can be found in the chapter “Impacts of climate change.”

Climate change adaptation: The Corporate Sustainability department centrally monitors climate-related risks. Risk management in connection with the risks and opportunities of climate change is reviewed by the Executive Board and the Audit Committee every six months. All risks, including climate-related risks, are identified and assessed by experts at the regional level. Further details are provided in the chapter “Strategic analysis of climate change opportunities and risks in the context of production sites and along the value chain.”

When it is technically and commercially possible, Symrise uses environmentally friendly alternatives to chemicals.

Sustainable use and protection of water and marine resources:

A detailed description of relevant actions can be found in the chapter “Water resources.” To meet the DNSH criteria as defined by the EU taxonomy, Symrise implements the following procedures as part of its water use strategy:

- Ensuring compliance with water-related legislation and voluntary standards in the countries in which Symrise is active
- Sustainable use of freshwater resources, with due regard to the regeneration rates of local water bodies and sources
- Regular analysis, monitoring, control and sustainable management of water quality and the number of withdrawals and discharges
- Awareness-raising among customers, suppliers and other stakeholders of the crucial importance of water for sustainable development and business success
- Integration of water-related performance criteria into the supplier screening process
- Communication to customers about the water performance of the compounds and ingredients they purchase from Symrise
- Promotion of stakeholder collaboration in the field of water management
- Performance of regular water risk assessments for the company’s operations and value chains
- Improvement of water efficiency at all production sites in areas of high-water stress, in line with local availability of water for human and environmental needs
- Provision of fully functional WASH services for every Symrise employee and visitor
- Promotion of sustainable innovation along the value chain that contributes to the conservation of freshwater resources and the protection of water quality and the aquatic environment

The transition to a circular economy: The corporate guideline of Symrise provide a fundamental direction for dealing with waste: The company prevents waste and replaces hazardous chemicals wherever this is technically and economically feasible. Symrise is constantly working to reduce negative impacts on the environment in product development. Details can be found in the chapter “Waste management and circular economy.”

To meet the DNSH criteria, Symrise complies with all statutory provisions for waste disposal worldwide. The company only hands over waste to certified companies that can verify that waste is disposed of properly with the use of electronic procedures. The contracts Symrise enters into with waste disposal companies are reviewed by authorities and external auditing companies. In this way, Symrise prevents significant negative impacts that could potentially arise from the incorrect handling of hazardous and non-hazardous waste. Symrise’s handling of hazardous waste is also reviewed by external audits as part of the ISO 14001 certification processes. This involves examining standard documents such as operational instructions as well as policies, processes and results.

Where technically possible and economically viable, Symrise replaces hazardous chemicals with environmentally friendly alternatives. The company also mitigates other waste-related impacts through various approaches aimed at reducing waste and promoting the circular economy. These include, for example, the initiative on the use of plastics, the development of innovative production processes and products, and the Total Productive Maintenance program.



Symrise takes a number of different approaches to reduce waste and promote a circular economy.

Pollution prevention and control: As a producer of foods and preliminary consumer goods products, Symrise’s activities are not generally associated with significant environmental pollution under the terms of the Taxonomy Regulation. The production sites that could potentially have the highest environmental impact are either located in countries with strict environmental regulation and/or have an environmental management system in place that is certified according to ISO 14001 or is based on this environmental standard. In addition, they comply with the SMETA 4-Pillar requirements as a minimum standard – a fact that is regularly verified by external audits.

Symrise measures the chemical oxygen demand in its wastewater at every site worldwide. The company complies with each country’s local limits, which are monitored around the clock. No significant violations are known.

Protection and restoration of biodiversity and ecosystems: Symrise operates sites in the vicinity of protected areas. An analysis is being carried out in order to identify all relevant environmental matters associated with Symrise’s business activities near these protected areas. Details on the continuous assessment of biodiversity, ecological stress factors and biodiversity risks in the supply chain can be found in the chapter “Biodiversity and ecosystem services.”

Minimum safeguards

Symrise respects and actively supports the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO) and the Universal Declaration of Human Rights. Details can be found in the chapter “SOCIAL INFORMATION,” which also describes the company’s ambitions when dealing with its own employees and with stakeholders in the value chain. The following initiatives are of particular note in the context of compliance with the minimum safeguards defined by the EU taxonomy:

- **Integrated management system:** The integrated management system is based on the provisions of the Social Accountability 8000 (SA 8000) standard, which is binding throughout the Group and based on the conventions of the ILO, the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. Symrise works to ensure humane labor practices and decent employment at every site while also giving due consideration to the social aspects of employment. In addition, the company meets the SMETA 4-Pillar requirements as a minimum standard – a fact that is regularly verified by external audits.

- **Supply chain due diligence:** Symrise's Responsible Sourcing Steering Committee (RSSC) coordinates the implementation of due diligence requirements in order to comply with the German Supply Chain Due Diligence Act and improve sustainable sourcing. The committee defines the processes for supplier screening and ensures that the resulting actions are implemented and the screening criteria are firmly embedded in the company's processes. The purchasing departments implement the actions and monitor them at the suppliers.
- **Anti-corruption:** Symrise has laid down the principles for combating corruption in its Code of Conduct, which acts as a binding model for all employees. It applies to all countries, regardless of cultural customs, governs how Symrise deals with its key partners and ensures transparent and reliable processes. In the interest of all employees and the company, violations of this code are immediately analyzed and their causes eliminated.
- **Tax planning:** Symrise also relies on efficient tax planning that supports its business and optimally aligns its economic activity. The company complies with applicable tax laws and seeks to avoid uncertainty or disputes. Transactions within the company are conducted according to market conditions and in accordance with applicable OECD principles.

Performance indicators

For reporting year 2024, the shares of taxonomy-eligible and -aligned economic activities in total sales and in capital expenditure and operating expenditure must be reported for all environmental objectives. Given Symrise's particular business model, the company is only minimally affected by the EU taxonomy.

Symrise has decided not to report on the OpEx KPI for 2024 because the calculation basis for the OpEx KPI as defined by the EU Taxonomy Regulation accounts for only a small single-digit share of the Group's total operating expenditure, which would present a distorted picture of the actual situation.

Symrise's investments also take sustainability matters into account. Compared to the 2023 fiscal year, the company has adjusted the calculation of its taxonomy-eligible and taxonomy-aligned investments to ensure greater transparency. In the past, Symrise used the total cash outflow for investments in intangible assets and property, plant and equipment as reported under cash flow from investing activities in accordance with IAS 7 as the denominator in calculating the CapEx indicator. In accordance with Commission Notice C/2023/305, the company now also recognizes additions to intangible assets and property, plant and equipment through acquisitions in accordance with IFRS 3 and additions to rights of use for property, plant and equipment in accordance with IFRS 16.

For the 2023 fiscal year, these are primarily rights of use for real estate in the amount of € 49 million, which could contribute substantially to the environmental objective of climate change mitigation under activity 7.7 "Acquisition and ownership of buildings" and thus had to be classified as taxonomy-eligible. A retrospective assessment of compliance with the technical screening criteria, the DNSH criteria and the requirements for minimum safeguards concerning employee and human rights was not feasible in view of the large number of individual contracts in different jurisdictions. At the same time, Symrise is continuously developing its system solutions so that sustainability can be integrated into the investment process from the outset.

Symrise respects and actively supports the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO) and the Universal Declaration of Human Rights.

The calculation of the sales KPI is based on revenue with third parties in accordance with IFRS 15. There were no changes in the calculation method compared to the previous year. Due to the reassessment of L-menthol production described above and the fact that APIs only account for a very small share of the company's sales, the required tables would only contain 0 values.

Procedure for impact analysis and quantification

Key corporate functions from all parts of Symrise were involved in the impact analysis. Led by the Corporate Sustainability department, they determined the results by means of a structured approach:

- 1) **Impact analysis:** Identification of potential and actual economic activities that are listed in the Taxonomy Regulation and are comparable to those undertaken by Symrise. These include activity 1.1 "Manufacture of active pharmaceutical ingredients," which, however, plays only a minor role in terms of sales and capital expenditure, as well as activities 6.2, 6.5 and 6.6 in the area of transport and activities 7.1 to 7.7 in the area of construction and real estate, which are each relevant for capital expenditure.
- 2) **Quantification of taxonomy eligibility:** Calculation of share in sales and capital expenditure (CapEx)
- 3) **Review of taxonomy alignment:** Detailed review of the technical screening criteria for each economic activity as well as DNSH criteria and minimum safeguards.
- 4) **Quantification of taxonomy alignment:** Calculation of share in sales and capital expenditure (CapEx)

Overview of share of taxonomy-eligible and -aligned activities	December 31, 2023		December 31, 2024
	reported	adjusted	
Sales			
Taxonomy-eligible share	2%	2%	0%
Taxonomy-aligned share	2%	2%	0%
Capital expenditure (CapEx)			
Taxonomy-eligible share	9%	24%	9%
Taxonomy-aligned share	3%	2%	1%

Economic activities	Code(s)	Absolute CapEx EUR million	Proportion of CapEx %	Substantial contribution criteria					
				Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Biodiversity and ecosystems %
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A1. Environmentally sustainable activities (Taxonomy-aligned)									
Construction of new buildings	7.1	0.1	0%	0%	0%	-	-	-	-
Renovation of existing buildings	7.2	0.1	0%	0%	0%	-	-	-	-
Installation, maintenance and repair of energy efficiency equipment	7.3	0.4	0%	0%	0%	-	-	-	-
Installation, maintenance and repair of charging stations for electric vehicles in buildings	7.4	0.0	0%	0%	-	-	-	-	-
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	0.4	0%	0%	-	-	-	-	-
Installation, maintenance and repair of renewable energy technologies	7.6	0.3	0%	0%	-	-	-	-	-
Acquisition and ownership of buildings	7.7	0.0	0%	0%	0%	-	-	-	-
Manufacture of other low carbon technologies	3.6	-	-	-	-	-	-	-	-
Freight rail transport	6.2	0.0	0%	0%	-	-	-	-	-
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	0.3	0%	0%	-	-	-	-	-
Freight transport services by road	6.6	0.0	0%	0%	-	-	-	-	-
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		1.6	1%	1%	0%	-	-	-	-
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
Construction of new buildings	7.1	10.5	4%	3%	1%	-	-	-	-
Renovation of existing buildings	7.2	0.8	0%	0%	0%	-	-	-	-
Installation, maintenance and repair of energy efficiency equipment	7.3	0.9	0%	0%	0%	-	-	-	-
Installation, maintenance and repair of charging stations for electric vehicles in buildings	7.4	0.0	0%	0%	-	-	-	-	-
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	0.0	0%	0%	-	-	-	-	-
Installation, maintenance and repair of renewable energy technologies	7.6	0.0	0%	0%	-	-	-	-	-
Acquisition and ownership of buildings	7.7	6.5	2%	2%	0%	-	-	-	-
Manufacture of other low carbon technologies	3.6	-	-	-	-	-	-	-	-
Freight rail transport	6.2	0.0	0%	0%	-	-	-	-	-
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	6.0	2%	2%	-	-	-	-	-
Freight transport services by road	6.6	1.3	0%	0%	-	-	-	-	-
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		26.0	9%	8%	1%	-	-	-	-
Total (A1 + A2)		27.6	10%	9%	1%	-	-	-	-
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
CapEx of Taxonomy-non-eligible activities (B)		255.3	90%						
Total (A + B)		282.9	100%						

- Symrise does not make a substantial contribution to this environmental objective or does not carry out the activity (not applicable)

DNSh criteria (Does Not Significantly Harm)

DNSh criteria (Does Not Significantly Harm)								Taxonomy-aligned proportion of CapEx, 2024	Taxonomy-aligned proportion of CapEx, 2023 (adjusted)	Category (enabling activity)	Category (transitional activity)
Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards					
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T	
Y	Y	Y	Y	Y	Y	Y	0%	0%			
Y	Y	Y	Y	Y	Y	Y	0%	2%			
Y	Y	Y	Y	Y	Y	Y	0%	0%			
Y	Y	Y	Y	Y	Y	Y	0%	0%			
Y	Y	Y	Y	Y	Y	Y	0%	0%			
Y	Y	Y	Y	Y	Y	Y	0%	0%			
Y	Y	Y	Y	Y	Y	Y	0%	0%			
Y	Y	Y	Y	Y	Y	Y	0%	1%	E		
Y	Y	Y	Y	Y	Y	Y	0%	-		T	
Y	Y	Y	Y	Y	Y	Y	0%	-		T	
Y	Y	Y	Y	Y	Y	Y	0%	-		T	
Y	Y	Y	Y	Y	Y	Y	1%	3%			

							4%	4%		
							0%	0%		
							0%	0%		
							0%	0%		
							0%	0%		
							0%	0%		
							0%	0%		
							2%	-		
							-	0%		
							0%	-		
							2%	-		
							0%	-		
							9%	4%		
							0.1	0.1		

Social information

159 ☺
Our employees

178 ☺
Stakeholders in the value chain



SOCIAL INFORMATION

The scope of consolidation for social information is generally the same as that for the consolidated financial statements and the Group management report. While Symrise exercises operational control over all fully consolidated subsidiaries and its joint ventures, the latter are not included in the description of policies and actions or in the metrics relating to social information. Should Group companies have been excluded for any other reasons than the above, that fact is explained in the relevant chapters and, where applicable, indicated in the respective metrics.

Our employees

Symrise is reporting on social information in reference to ESRS standard S1. Essentially, Symrise addresses its HR strategy, actions and ambitions for its own workforce. Due to the large scope of disclosure requirements, Symrise has already begun an in-depth analysis on the different topics, but the analysis is ongoing (e.g., benchmark analysis on adequate wages). In some cases, Symrise deviates from ESRS definitions related to its own workforce. This is the case for temporary workers, for example, where another definition is used for reporting on health & safety metrics. Besides building up CSRD-compliant reporting, Symrise is therefore working on standardizing and unifying terminologies in corporate guidelines and policies, thus allowing more comprehensive reporting in the future.

Interests and views of stakeholders

Since 2023, Symrise has reevaluated its human resource strategy, aligning it closely with the company's corporate objectives. This strategy is part of the Symrise sustainability agenda under the "Care" pillar to achieve the vision to position Symrise as an employer of choice.

The human resource vision is articulated as *"ONE HR, always inspiring more people for sustainable business growth,"* reflecting our four core values: *Care to Lead, Collaborate with Intent, Embrace Sustainable Growth and Unlock the Opportunities.* In this context, Symrise has implemented HRive, a program to create one uniform HR operating model, by reducing bottlenecks and duplication in roles, processes and systems, and to foster both organizational and digital transformation. tHRive aims to develop "One HR" as a trusted, strategic business partner providing valuable services to segments, divisions and people.

Our HR structure operates on a three-pillar model, which includes business partnering, regional operations and centers of expertise (CoEs) focusing on

- (1) Compensation and Benefits,
- (2) Talent Management, Learning & Development
- (3) Talent acquisition
- (4) Systems, Analytics and Sustainability and
- (5) HR Strategy Execution.

In order to act as a sprint for our One HR approach, our HR strategy prioritizes the following key areas for 2024:

- 1. Sympeople – our new people management system:** With the deployment of phase 1 at the end of 2024, we are embarking on our digital transformation journey and thus improving our employee experience.
- 2. Standardized HR core processes:** Each CoE aims to establish global guidelines and policies, as well as clear roles and responsibilities within the organization.
- 3. Talent & performance:** We revitalize the current processes and set up the foundation for enhancing established employee lifecycle processes and improving employee engagement.
- 4. Grading/Job Architecture:** The Compensation and Benefits CoE introduces a Global Rewards Strategy covering Grading & Compensation modules to support the company goals and establish the groundwork for harmonized global grading & job architecture, offering increased transparency for both employees and managers.
- 5. HR Capability building:** We concentrate our trainings and onboarding for HR and employees, with a special focus on Sympeople, to deliver our operating model
- 6. Leadership culture:** We strive to foster a leadership culture that enhances employee loyalty, values diversity and promotes corporate synergies.
- 7. Occupational health and safety:** We prioritize the safety and well-being of our employees while reinforcing diversity as a critical factor for business success.

Overall, our HR strategy aims to cultivate an environment with better working conditions and equal treatment and opportunities where employees can realize their full potential and advance in their careers. We gather valuable insights for improvement through ongoing dialogue with our employees, such as regular feedback sessions. Our strengths and areas for growth are assessed through periodic employee engagement surveys. The last time, as part of the 2022 materiality assessment, Symrise employees worldwide were surveyed in four languages to share their

perspectives on key sustainability issues, offering important input on priorities and actions moving forward. For the 2024 materiality assessment representative experts from different departments of Symrise assessed the key sustainability matters for the reporting year.

Material impacts, risks and opportunities and interaction with strategy and business model

Globalization, digitalization and local demographic shifts are transforming the global workforce.

Due to its business model and strategy, Symrise faces different impacts in this dynamic environment. While its own employees' skills and competencies represent a high value for Symrise, the company's success is also significantly dependent on them. This results in both positive and negative potential impacts that affect all employees worldwide and are widespread in the context where Symrise operates. The company is committed to integrating working conditions, equal treatment and human rights into all aspects of its strategy and business model.

Symrise has identified the following key impacts in the area of its own workforce:

By investing in learning and skills development and involving employees more closely, we hope to tie them to the company in the long term. Experience has shown that transparency and an open corporate culture contribute to this. Through targeted learning paths, these employees become specialists, and transparent development plans provide a clear vision of the individual opportunities. On the other hand, we strongly promote diversity and inclusion through different measures, especially for employees who may be at greater risk of harm, such as people with disabilities. For more details on these topics, please see the chapters "Training and skills development" and "Diversity, equity & inclusion."

Policies related to own workforce

Symrise manages its material impacts on its own workforce through different Group-wide policies that apply for all Symrise employees, except Probi workers who are part of a Swedish subsidiary.

Health & safety

Occupational health & safety regulations are outlined in the Code of Conduct and the Corporate Health & Safety Policy. They strive to ensure that safety standards are consistently met across locations. Symrise's Health & Safety Policy focuses on the primary goal of identifying, eliminating or minimizing potential hazards and preventing workplace accidents to employees. For more details, please refer to the chapter "Work safety" in these Sustainability Statements.

Topic	Material positive impacts	Material negative impacts
Working conditions		Workplace accidents resulting in physical injury reduce an employee's ability to live a fulfilling life or may, in the worst case, be fatal
		Symrise's workplace conditions (incl. chemical processes that endanger employees due to the exposure to heavy machinery, harmful substances and high temperatures) may contribute to the development of chronic diseases and impairments among employees worldwide, e.g., inadequate ergonomic considerations in the workstations that result in musculoskeletal disorders like lower back pain, carpal tunnel syndrome and tension neck syndrome
Equal treatment and opportunities for all	Enhancing lifelong learning, professional growth and continued employability of employees worldwide through effective and differentiated training and (up) skill development	
	Diversity measures and corporate visibility of marginalized population groups (e.g., in the dimensions gender, age and experience, cultural background, sexual orientation and identity, physical and mental ability) lead to a more diverse and inclusive workplace and more integration worldwide.	

Commitment to human rights

The Symrise Human Rights Policy applies to all Symrise AG's fully consolidated subsidiaries and summarizes existing commitments as well as the latest developments in Symrise's responsible sourcing management to ensure that we understand the human rights- and environment-related risks in our supply chains and within our own organization to drive continuous improvement.

As a signatory of the United Nations Global Compact, Symrise is expressly committed to the United Nations International Charter of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (collectively known as the International Bill of Human Rights). We support the UN Guiding Principles on Business and Human Rights (protect, respect and remedy).

We undertake to fully respect the rights set out in the ILO Declaration on Fundamental Principles and Rights at Work – freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation – which are further elaborated in eight “fundamental” conventions.

The rights enshrined in the aforementioned principles, conventions and declarations are an integral part of the Symrise Code of Conduct. This code is binding for all employees of Symrise AG and its Group companies. In implementing the Code of Conduct, each Group company is obliged to comply with national laws, since some countries may have stricter or more extensive laws or regulations than what is described in the Code of Conduct. In these cases, we expect our Group companies to follow those regulations that offer the greatest protection. We implement these requirements globally through our Integrated Management System (IMS), which is based on the requirements of the Social Accountability 8000 (SA 8000) standard that applies for the entire Group.

Forced, compulsory and child labor

Symrise does not permit any form of child labor, forced labor or trafficking in human beings at its operations or at suppliers. Our declaration on slavery and human trafficking reaffirms this commitment.

Non-discrimination, equal opportunities and diversity & inclusion

At Symrise, we treat people with respect and dignity and do not tolerate any kind of discrimination. On the contrary, we promote equal opportunities and diversity and inclusion, be it by age, ethnic origin or nationality, gender, sexual orientation, religion or social origin. This is rooted in our different human rights policies, especially in our Diversity Statement, but is also a key aspect of our corporate culture. For more details, see the chapter “Diversity, equity and inclusion.”

Processes for engaging with own workers and workers' representatives

Symrise strives for an open and honest dialogue with its employees on a global basis. We maintain this through regular feedback sessions with our employees and workers' representatives and periodic employee engagement surveys to take into account the perspectives of our own workforce in the decision-making processes of the company. This specifically applies to the engagement with our employees for the identification and mitigation of human rights risks.

In line with its articles of incorporation, the Supervisory Board of Symrise AG has twelve members. It oversees and advises the Executive Board in the management of the company and regularly discusses business development, planning, strategy and risks with the Executive Board. In compliance with the German Codetermination Act, the Symrise AG Supervisory Board has an equal number of shareholder and employee representatives.

In 2009, Symrise established its Corporate Sustainability Board, a global committee spanning the segments, in order to facilitate the integration of sustainability into our core processes.

Symrise treats people with respect and dignity. It tolerates no form of discrimination.

Several times a year, representatives from the Taste, Nutrition & Health and Scent & Care business segments, along with one representative each from Human Resources, Investor Relations and Corporate Communications, come together to ensure that sustainability issues and the concerns of key stakeholders are addressed across the entire value chain.

In 2024, with the ONE SYM project, 400+ managers gathered at global workshops to define company's values and dialogue on major pillars of transformation, including sustainability and social topics.

In addition, during the implementation of Sympeople, the German works council worked together with a project team in order to draft a labor agreement and enable a successful deployment of Workday within the Group.

Channels for workers to raise concerns and processes to remediate negative impacts

Symrise has implemented a comprehensive grievance mechanism that allows both employees and external stakeholders to report potential violations of the Code of Conduct or any other compliance-related issues.

For employees, a confidential and anonymous reporting system is in place, enabling them to contact the local Compliance Officer or use the Integrity Hotline. This global Integrity Hotline, managed by the Group Compliance Office, ensures that employees can report any breaches of legal regulations or company policies. This procedure can be repeated and continued as desired, thus enabling detailed communication between the Group Compliance Office and the person providing the information. It is accessible through toll-free numbers in various countries, with an intermediary service operator facilitating anonymous communication in the local language. To protect anonymity, employees are assigned an incident number, allowing for secure, ongoing communication with the Compliance Office. Additionally, employees can submit reports online via the Symrise Integrity Hotline platform, which allows for the uploading of documents and written messages. Besides this, all employees can also contact the Group Compliance Office directly and personally at any time. These mechanisms ensure that employees have access to reporting tools that are both confidential and accessible, fostering trust and transparency in addressing potential violations.



Symrise promotes equal opportunity in the workplace.

Symrise's Executive Board has explicitly expressed a zero-tolerance approach to any form of compliance violations, whether internal or external. The company commits to taking appropriate actions, including sanctions when necessary and legally possible, against employees involved in misconduct or non-compliance.

The effectiveness of these grievance mechanisms is regularly reviewed to ensure they remain accessible and trusted by employees. Feedback from users of the Integrity Hotline and other reporting tools is used to assess and enhance the system's functionality. Reports received through these mechanisms are managed promptly, and any necessary actions, including the involvement of external authorities, are taken to remedy violations and mitigate risks. This helps maintain the integrity of our reporting systems and ensures that human rights violations and compliance issues are addressed effectively.

In the fiscal year 2024, on average four complaints per month globally were reported to the Compliance Office via the Integrity Hotline. Every time, investigations were then undertaken and, where necessary, corrective measures were initiated on a case-by-case basis considering the applicable jurisdiction and internal Group policies. Employment law sanctions were imposed in fewer than five cases. No significant material or nonmaterial damage occurred, neither for third parties nor for our company.

Symrise continues to prioritize the accessibility, transparency and responsiveness of its reporting and grievance mechanisms, ensuring that concerns related to both compliance violations and human rights abuses are handled promptly and fairly.

Regarding the protection of individuals against retaliation, please refer to the chapter “Governance.”

Actions to address material impacts and approaches to mitigate material risks and pursue material opportunities, as well as their effectiveness

Like all companies, we are faced with numerous challenges when it comes to ensuring the health and safety of all our employees.

We’re convinced that remaining accident-free in the long term is achievable with an approach that is proactive rather than simply reactive:

- Increase safety awareness of our employees and prevent incidents by proactively addressing hazards, risks and concerns, thus speeding up the transition from reactive to preventative action
- Clear strategies to identify and correct unsafe working conditions
- A system that encourages open reporting of incidents and improvement opportunities

For information on how Symrise prevents and minimizes material negative impacts on health and safety and monitors the effectiveness of the actions taken, see the chapter “Work Safety.”

We’re a globally minded company that believes diverse perspectives lead to innovative solutions.

We source, produce, manufacture and market our products all over the world, and our expansive, international operations are reflected in the people we employ. We thrive on the different ethnic, cultural, religious, gender and age backgrounds of our employees – we want our products to be for all people, created by a diverse workforce.

This is why we have signed the Women’s Empowerment Principles, for example. With this move, we want to send a clear signal to our global organization that we stand for gender equality in our workplace.

For more information on how we promote diversity, equity and inclusion, please refer to the “Diversity, equity and inclusion” chapter.

Our employees are always engaged in lifelong learning, and we offer them a wide range of opportunities at every step of their professional life.

Symrise places special emphasis on educating young people through individual development plans, training programs as well as leadership development programs, to shape our new ONE SYM Culture Compass and our core values.

We’re taking action not only for our current employees, but for the future talents of Symrise who will ensure our continued success. For more information about how we create a positive impact through training and skills development, and expand the capabilities of our employees, see the chapter “Training and skills development.”

Targets related to own workforce

Symrise has set corporate targets related to the following material sub-subtopics in the context of its own workforce: health and safety, diversity, equity & inclusion and adequate wages.

In terms of health and safety, we intend to raise the safety awareness of our employees while reducing the number of workplace accidents and lowering the accident rate MAQ (workplace accidents [> 1 lost day] x 1 million/working hours) to less than 1.5 in 2025. By 2030, we aim to achieve a TFQ (which accounts for all recordable injury accidents, regardless of whether they result in lost workdays or not) of 3.25, while further reducing our MAQ values. These goals are implemented using a roadmap containing measures, tools, rules and guidelines.

Regarding diversity, the German Act on the Equal Participation of Women and Men in Executive Positions in the Private and Public Sectors (FüPoG I) has the aim of increasing the proportion of female managers in top positions in business and largely achieving gender parity. Symrise is a globally managed company, with the result that there are also leading management positions below the Executive Board outside of Germany. By 2025, we aim to have at least 30% women at the first global management level directly below the Executive Board; the second global management level should consist of at least 45% women.

One key element of our vision is “ONE HR, always inspiring more people for sustainable business growth” and therewith refers to our key priorities, organization, people, sustainability and business growth. Among other things, these priorities include the development of a transparent, fair and motivational remuneration policy, because we believe that receiving decent and fair remuneration is a human right for all our employees worldwide. That is also one of the reasons why we are engaged in the living wage journey 2024. Our ambition is to pay a living wage to all our employees by 2030.

Working conditions

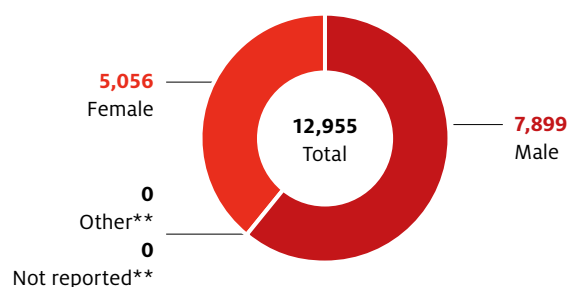
Characteristics of own employees

Symrise’s workforce includes permanent and fixed-term employees. The reasons for establishing fixed-term contracts might be linked to working on a temporary project or supporting an increase of business activity for a limited period of time, replacing an absent employee (for example, maternity leave) or proposing a limited duration before the offer of permanent employment. We do not report contingent workers (temporary agency workers, consultants, etc.) in our metrics for 2024. We understand these as “non-employees” under the definition of ESRS S1. We also do not report on JVs where we have shared operational control (Symrise shareholding < 51%). For more details on the reporting scope, please refer to the chapter 10.1 “Basis for the preparation of the Non-financial Group Report.”

The number of employees for the 2024 fiscal year increased by 1.4% compared to end of 2023 (in headcount, identical scope except Vizag Care Ingredients JV formed in 2024).

Employees by gender

(headcount)*



* Basis: Number of employees present on December 31, 2024, including Probi excluding apprentices, trainees and contingent workers, reported in headcount

Headcount: if the employee is present on the last day of the month, they count for 1 whatever the percentage of contractual working time is

** “Other” and “Not reported” gender categories are available to employees for declaration on a voluntary basis

Employees by contract type & gender (FTE)*

					2024
	Female	Male	Other**	Not reported**	Total
Number of employees	4,855	7,862	0	0	12,718
Number of permanent employees	4,743	7,614	0	0	12,357
Number of fixed-term employees	113	249	0	0	361
Number of full-time employees	4,411	7,736	0	0	12,147
Number of part-time employees	444	126	0	0	571

* Basis: Number of employees present on December 31, 2024, including Probi & Vizag Care Ingredients, excluding apprentices, trainees and contingent workers, reported in FTE. The FTE is calculated at the end of the month based on the percentage of contractual working time, only for the employees present on the last day of the month (someone working 50% counts for 0.5)

** “Other” and “not reported” gender categories are available to employees for declaration on a voluntary basis

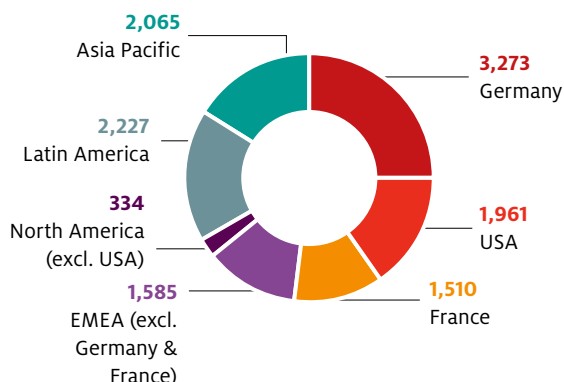
Employees by contract type & region (FTE)*

					2024
	EAME	NAM	LATAM	APAC	Total
Number of employees	6,143	2,297	2,213	2,065	12,718
Number of permanent employees	5,860	2,297	2,159	2,041	12,357
Number of fixed-term employees	283	0	54	24	361
Number of full-time employees	5,601	2,291	2,196	2,059	12,147
Number of part-time employees	542	6	17	6	571

* Basis: Number of employees present on December 31, 2024, including Probi & Vizag Care Ingredients, excluding apprentices, trainees and contingent workers, reported in FTE. The FTE is calculated at the end of the month based on the percentage of contractual working time, only for the employees present on the last day of the month (someone working 50% counts for 0.5)

Employee headcount by country (where Symrise has significant employment) and by region

(headcount)*



* Basis: Number of employees present on December 31, 2024, including Probi & Vizag Care Ingredients, excluding apprentices, trainees and contingent workers, reported in headcount. Headcount: if the employee is present on the last day of the month, they count for 1 whatever the percentage of contractual working time is

In 2024, 1,485 employees left Symrise for different reasons. The global turnover rate at Symrise was of 12% (2023: 13%). Some differences could be observed among the regions & countries. While in Germany the turnover rate went down to 3% (2023: 5%), it was relatively high in North America and LATAM (20% for both regions vs 21% and 17%, respectively, in 2023). This is mostly linked to high market volatility in the USA and some organizational changes in Ecuador.

Collective bargaining and social dialogue

A clear commitment to freedom of association and the right to membership of a labor union are a matter of course for us. For this reason, our local sites establish the legally required collective employee representation. In addition, we apply the respective local wage agreements at all sites where this is standard practice, both from a legal and HR policy standpoint.

Employee turnover by region and gender*

Region/country	2023		2024	
	Number of leavers	% vs total	Number of leavers	% vs total
Germany	147	5	97	3
EAME (without Germany)	298	11	254	9
NAM	447	21	452	20
APAC	201	12	232	11
LATAM	377	17	450	20
Total	1,470	13	1,485	12
Germany by gender				
Female	45	5	23	2
Male	102	5	74	4
Worldwide by gender				
Female	583	13	565	11
Male	887	13	920	12

* Basis: Permanent employees (2023: excluding Probi, 2024: including Probi & Vizag Care Ingredients), leavers number aggregated as of December 31
Employee turnover = employees who leave the organization voluntarily or due to dismissal, retirement or death in service/by average yearly number of employees

Collective bargaining coverage and social dialogue

Coverage rate	Collective bargaining coverage		Social dialogue
	Employees – EEA	Employees – non-EEA	Workplace representation (EEA only)
	(for countries with >50 employees representing >10% total employees)	(estimate for regions with >50 employees representing >10% total employees)	(for countries with >50 employees representing >10% total employees)
0 – 19%		APAC, NA	
20 – 59%			
60 – 79%		LATAM	
80 – 100%	Germany, France		Germany, France

The large majority of our employees in Germany and France, our biggest countries in the EEA, are covered by collective bargaining agreements and workers’ representatives.

The regularly scheduled bargaining on our collective wage agreements in Germany took place in 2024. As part of the successful negotiations, a collective wage agreement adapted to the economic challenges faced by companies and employees was concluded with a term of 22 months. According to the collective agreement, wages will increase by 2% on January 1, 2025, by 5% on July 1, 2025, and by 3% on January 1, 2026.

These wage agreements apply to both tariff and executive employees (non-tariff and senior management), excluding the Executive Board. However, the individual wage increases of the executive employees might be adjusted based on individual performance criteria.

Symrise will also continue to give its employees covered by the collective wage agreement in Germany a share of the company’s profits. The possible profit-sharing bonus linked to the EBITDA margin was also increased for 2024 and is likely to be raised again in 2025.

A European Works Council has not been established yet, but might be established over time.

Adequate wages

Receiving decent and fair remuneration is a human right for all our employees worldwide.

That is why we commit to paying a living wage to all our employees by 2030, affording a decent standard of living for them and their families. To this end, we have evaluated different living wage benchmark methodologies and chosen WageIndicator as a benchmark provider to conduct a wage analysis late 2024.



Symrise is strongly committed to training young people.

The results of the analysis are being reviewed internally and are considered as preliminary. They are based on estimates subject to adjustment in order to consider facts and conditions that already existed. An internal validation is still ongoing in regard to reporting on the results. Further details will be included in the next Sustainability Statements.

We are currently defining a roadmap with a view of elaborating a corresponding living wages policy in 2025 and taking into account our ongoing HR projects (global grading structure and compensation policy rollout).

As of 2026, a long-term roadmap will ensure that the global living wages policy and the associated procedures are fully implemented in every country, and that we respect our commitment to pay a living wage to 100% of our employees by 2030.

Training and skills development

Policies related to training and skills

Training and skills development is a valuable asset for all employees at Symrise and has therefore been assessed as a material subtopic as a result of our double materiality assessment.

Professional advancement and development, one of the key topics of Symrise’s people strategy, is managed by the global Symrise HR team, and especially the global Talent Management, Learning & Development CoE, which is responsible for establishing the processes, guidelines and policies in this area. With the recent changes in the HR organization and particularly in this center of expertise, we are in the course of redefining our Training and Skills Development Policy.

Symrise places special emphasis on educating young people. To this end, we recruit qualified young individuals who we train with our company's specific needs in mind. With this approach, we also fulfill an obligation that society holds toward the next generation. In addition, we strengthen the labor market capabilities of our employees through our efforts in the areas of professional training and career development. In this way, we are making a decisive contribution to SDG 4 and SDG 8 of the United Nations.

Actions on Training and skills development

Training young people¹

As of December 31, 2024, a total of 145 apprentices and trainees (2023: 141) were employed at our sites in Germany. This corresponds to a training rate of 4.2% (2023: 4.2%).

The training takes between two and three-and-a-half years. All trainees are taken on at least temporarily after completing their training, if they meet our minimum requirements regarding the material learned based on a pilot agreement with the German works council. With our investment in training, we are meeting the demand for future specialists in chemical production and in the laboratories as well as in commercial, marketing and sales functions. Based on their specific knowledge, we are currently training three distillers and six food technology specialists for our beverage area.

We have structured our training capacity so as to allow around 50 young people to begin their training at Symrise every year in 14 different occupations. Of the total as of the end of 2024, 70 were trained in chemical-technical professions, 34 in technical and logistical occupations and 27 in commercial and IT occupations. We also offer the opportunity to some of them to be trained at our European sites for a maximum of six weeks as part of their training.

¹ Explanations refer to German sites.

Each year, about 50 young people begin an apprenticeship program at Symrise.

Through initial training, we open up prospects through dual studies in the business area (currently 14 (2023: 14) employees from all three years are studying for a Bachelor of Business Administration).

In cooperation with the local job center in Holzminden, we have trained unemployed individuals from outside the field as chemical production specialists. This apprenticeship training lasts about two years. We are hereby pursuing our social responsibility to provide educational opportunities for those groups of individuals leaving school who otherwise would not have been given a trainee position.

We have also been participating in the Adelante project of the Chamber of Commerce since summer 2024. The young Spanish project participants have a Spanish vocational qualification and must complete a twelve-month adaptation qualification in the company for full recognition of their qualifications in Germany. After this year, the participants receive a notification documenting full equivalence with a German vocational qualification and are then available to companies as an equivalent specialist. We have three candidates who are completing this training/qualification with us.

Performance and career review

At Symrise, we take a holistic approach to personal and organizational development to help our employees reach their full potential and ensure that this is aligned with our business goals.

At least once a year, employees engage in a structured process to reflect on their performance, development goals and the skills they need to achieve these goals. This is supported by a digital process on the Sympeople platform, which provides a modern and professional employee experience for all employees. The company links career and business success with the broader activities of defining business-critical key positions and succession planning.

With the annual performance review, our intention is for all employees registered in Sympeople to receive official feedback once or twice a year regarding their performance cycle and the skills they use to achieve their goals. Based on this feedback, targets will be set, performance expectations will be aligned and individual development goals will be established by the manager and the employee beginning of each year. The reported practices apply to everyone, regardless of gender.

For our employees eligible to a performance bonus, some regional/segment/team targets are part of the ESG KPIs and are rated as 10% in their bonus scheme.

In most of our production areas, the performance review was conducted on a team-wide basis outside the software tool until 2024. With the implementation of Sympeople, we anticipate that, in the medium term, 100% of our employees will participate in the year-end review and thus also benefit from the other talent and performance modules included in Sympeople.

Symrise consistently orients the qualification of its employees toward professional and work-related skill sets. As a result, each employee is entitled to receive skills-oriented feedback as part of their annual performance review. The underlying skills are entrepreneurial spirit and leadership, creativity and innovative spirit, business and customer focus as well as integrity and sustainability. The manager is asked to also provide constructive professional career development feedback. The eight current core competencies will be revised in line with our four new core values under ONE SYM, with the aim of developing a new Symrise Core Competency Framework, including a rating scale and evaluation criteria to measure HOW performance, as well as appropriate development measures (talent programs, learning journeys, career paths, etc.).

With the introduction of Sympeople, we are also taking the opportunity to review career paths, adapt them to new market and skills requirements and link them to learning and development opportunities. Implemented for specific job profiles such as flavorists, these career paths form the global basis for individual development plans and learning activities. Individual development plans (IDPs) are a valuable tool for both employees and the organization. They help employees identify their strengths, areas for growth and career aspirations, while providing a clear path for development. For the organization, IDPs ensure that we're not only investing in our people, but also aligning their growth with our long-term goals. By using IDPs consistently, we can create a more skilled and motivated workforce and ensure that everyone has the opportunity to thrive.



Young people can learn a wide range of occupations at Symrise.

Symrise plans to introduce a management culture that is designed to bring about a transformation of the company through personal change while it simultaneously sustains the company's success.

Training – strategic pillars and training programs

Globally, training activities are pooled in our training programs, consisting of the following strategic pillars:

- Flavorist and perfumer school
- Corporate training (safety, sustainability, compliance, IT security, PMO)
- Technical/specific training for experts
- Training for sales personnel
- Leadership Development program for all levels

At our flavorist and perfumer school, we are constantly developing experts who are trained for around three years before being successfully placed into our product development teams. In addition, our employees have a wide variety of opportunities for completing an extra-occupational bachelor's, master's or doctorate degree through cooperation agreements with universities, academies and institutes.

Our flavorist and perfumer school has enjoyed great success around the world. Every year, young employees complete their training as junior flavorists or perfumers. We currently have 5 (2023: 5) candidates at our perfumer school and 4 (2023: 5) candidates at our flavorist school who are completing their training.

In addition, we qualify our employees via comprehensive training measures. Our new Sympeople software provides an opportunity to register for training, courses or conferences, to overcome the challenges of a growing company and prepare for new positions. At the same time, employees can manage their individual development plans digitally. Symrise encourages open

dialogue between senior executives and employees about the strengths and potential development of the individual.

Our employees are engaged in lifelong learning. We offer a broad range of in-house and online training courses, especially regarding language, negotiation or other commercial skills. We also do classroom training for specific topics.

Health and safety of our employees are among of our main priorities. That is why occupational safety training is made available to our employees, either via digital training modules or via classroom sessions, depending on their roles and regional requirements. This training program is dynamic and under continuous improvement.

In addition, a compliance training program is mandatory for target employee groups and is revised each year. Below the compliance training program proposed in 2024:

- Competition & Antitrust: This module explores how to manage these situations effectively and ensure that the investigation progresses as smoothly as possible.
- Intellectual Property: This microlearning module introduces learners to intellectual property types and common patenting strategies. It also explores when and how to identify patentable innovations and steps the learner should take to protect and profit from their innovations.
- Anti-Bribery: This module is designed using problem-based learning through a real-life scenario to prepare the learner with the knowledge to identify and reduce a risk of bribery and be able to detect and report suspected instances of bribery within the organization.

One sustainability eLearning module, elaborated by TN&H teams, was launched in 2023 and was made available for our employees from different segments (Scent & Care, Corporate functions, TN&H). It provided employees with a basic common ground around sustainability at Symrise in general, and gave them a specific overview of how sustainability is lived in TN&H. To increase awareness of sustainability even further, our employees will be required to complete three modules on the Low Carbon Transition Plan from 2025 onward.

Due to the transition between the former global training platform and the new human capital management system implemented at the end of 2024, it has been difficult to achieve a 100% completion rate for these digital training modules.

We aim to propose a learning and development strategy and competency model for 2025 to ensure that the range of mandatory corporate training courses offered globally is aligned with Symrise's strategic objectives and corporate mindset. On the one hand, we will integrate the company's values into employees' daily practices through role model behavior, ensure efficiency in coherence, visibility, tracking and global reporting, align local programs on safety standards and sustainability practices with the company's global objectives and train on regulations and legal standards applicable internationally. And on the other hand, we will ensure functional skill-based management development and enhance career paths progression via learning journeys and path for key functions.

Leadership and cultural transformation journey

In the course of the strategic transformation of our people management, we have built an enterprise leadership development program called 'Leading from Within' that enhances a sustainable leadership cultural change and develops leadership capabilities we anticipate will be necessary for our future leaders, such as self-esteem, team dynamics transformation, collective intelligence and decisiveness. This four-module program already started in 2024 for several executive management teams and some of the Executive Board members, and the rollout will continue in 2025.

Together, we embark on a cultural transformation and a leadership development journey to unleash the beauty of ONE Symrise. Our core values: *Care to Lead, Collaborate with Intent, Embrace Sustainable Growth and Unlock the Opportunities* form the foundation for our leadership behavior and are our cultural anchor.

The overarching goal is to create a culture of enterprise leadership that aims to achieve business transformation through personal transformation while maintaining strong performance.

Symrise fosters a culture of collaboration, trust, transparency and courageous conversations that is anchored in shared behaviors across the organization.

One vision feeds our linked approach: to adapt and further develop our leadership that sets the foundation for our culture. ONE SYM and Leading from Within are two interconnected programs that fuel each other and build upon each other to serve our people, unleash their potential and enhance the performance within the strategic direction.

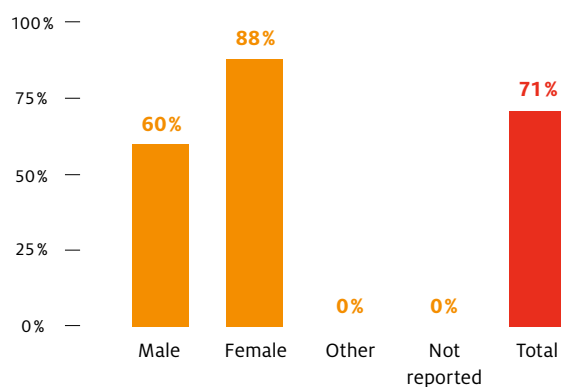
At the same time, we employ methods such as coaching and mentoring as professional development tools. As soon as individual targets have been set at the beginning of 2025 within the scope of the performance and talent review, mentors will be trained to pass on valuable experience to their mentees.

Targets related to training and skills development

The current transition of our HR operating model and our HR management system is impacting our learning processes as well as our performance and talent reviews. As a result, we have not yet set company targets for training and skills development.

Percentage of employees who participated in a performance and career review, by gender*

% of employees participating in regular performance and career development reviews



* "Other" and "not reported" gender categories are available to employees for declaration on a voluntary basis

Training hours by type and by gender

Gender	Blended training sessions*	Digital e-learning	Other media (external provider)	Total	Average number of training hours per employee**
Male	37,589	3,386	5,912	46,887	6
Female	22,261	3,412	3,447	29,120	6
Other***	0	0	0	0	0
Not reported****	16,614	0	0	16,614	–
Total	76,464	6,799	9,358	92,621	7

* These courses can either consist solely of classroom sessions or a mix of e-learning and classroom training

** Total hours in relation to the number of employees (headcount)

*** "Other" and "Not reported" gender categories are available to employees for declaration on a voluntary basis

**** Gender breakdown not available (local training hours in Brazil, Argentina & Ecuador)

Metrics related to training and skill development

2024 is a transition year from career@symrise tool to the new performance management tool in Sympeople. As of the end of 2024, 71% of all employees had participated in a performance and career review in digital form, while other employees had conducted the review with their supervisor on paper. In 2025, we aim at increasing the share of performance reviews conducted directly in Sympeople.

In 2024, employees completed on average around 7 hours of training. This includes classroom training from Symrise's internal catalog and external providers as well as eLearning.

Diversity, equity and inclusion

Policies related to diversity, equity and inclusion

We deem diversity, equity and inclusion to be a business-critical success factor and consider it from all dimensions, in particular in terms of gender, nationality and age.

The Executive Board of Symrise articulated a clear commitment to the advancement of diversity in 2022 in its Diversity Statement.

Diversity embodies everything that makes us unique and is an integral part of who we are as a company, how we operate today and how we take on the challenges of the future.

Our success is based on employees who are not only well trained but also highly motivated. Our international operations are also reflected in our workforce. With more than 12,000 employees in over 40 countries, and business relationships with companies from other countries and cultures, it is vital that we all work on a common basis: we treat people with respect and dignity and do not tolerate any kind of discrimination.

For us as a global company, diversity brings added value for creative and innovative collaboration in diverse teams – whether in terms of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, neurodiversity, religion and belief, sexual orientation or social background – and is a key to our success.

Symrise sets guidelines to promote respectful and inclusive practices among its employees. The aim is to create an environment of equal opportunities, mutual respect and diversity. Emphasis is placed on open communication, training on diversity, anti-discrimination policies, corrective actions and collaboration with suppliers aligned with these values. Each partner has the responsibility to contribute to a positive work environment, and monitoring and evaluation mechanisms will be implemented to ensure the effectiveness of these guidelines.

Actions on diversity, equity and inclusion

We put our commitment to diversity into practice with specific measures.

These include our family-oriented HR policy to support young women and their families.

We also offer a mentoring program and focus on the targeted recruitment of women with equal qualifications. Our aspiration of being an employer of choice will continue to inspire all of us to further strengthen our talent engagement and capabilities, thereby increasing our competitiveness.

To this end, we will soon be implementing a diversity recruitment strategy to foster inclusion across all business areas by promoting equal opportunities for candidates from various backgrounds, including but not limited to gender, race, ethnicity, age, sexual orientation, disability, veteran status, educational, and socio-economic backgrounds. Some actions points will be set and tracked by KPIs in our recruitment process (candidate attraction, engagement, assessment and selection), onboarding experience as well as development and retention programs.

At the same time, in signing the Women's Empowerment Principles, we have recognized the principles of equal opportunity for women around the world. In addition, our Integrated Management System is based on the provisions of the Social Accountability 8000 (SA 8000) standard, which is binding throughout the company. This standard is based on the conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. Humane working conditions, decent employment and due consideration for the social aspects of employment are the foundation of our actions.

For violations of our Code of Conduct – and thus in the event of discrimination perceived by employees and other concerns relating to diversity and equal opportunity – our employees can anonymously and confidentially contact the relevant Compliance Officer at their location or call our Integrity Hotline.

Equal pay and equal opportunities

Symrise aims to reach equality between men and women in terms of recruitment and pay; that is why the C&B CoE is working on a global grading and job architecture. We value the know-how of more mature workers and also target hiring experienced managers regardless of whether they are at the end of their career or not. We benefit from being a global company, from exchanging ideas in international teams across continents and different nationalities, and from the opportunity for employees to visit other Symrise sites around the world.

In the countries submitted to collective bargaining agreements, Symrise pays its employees in accordance with these agreements concluded with the respective labor unions regardless of gender. For example in Germany, each initial classification or subsequent reclassification is subject to review by the works council.



At Symrise, inclusion is a key aspect of collaboration.

We run specific gender equality reporting in Spain & South Africa on a regular basis. In France, we conduct a regular follow-up on the gender equality indicators. The majority of our French entities are subject to the French legislation of reporting on gender equality, and the index is published every year for the entities concerned.

Overall, we have not determined any gender-specific discrimination of women at Symrise. In 2024, we did not receive any requests to review remuneration in accordance with the German Transparency in Wage Structures Act.

Nevertheless, overall social trends can lead to individual differences in the absolute level of remuneration. For example, in some countries, women are the ones to work more part time and therefore earn less than men who work full time. Fewer women also pursue careers as chemists, who work for us in production and receive additional production-specific remuneration for shift work and hardship allowances as well as foremen's and shift bonuses. As a result, the remuneration of men employed in production is higher than corresponding remuneration for women in the same pay category.

Disability

At Symrise, we strive to raise awareness about the importance of inclusion.

In December 2023, more than 3,000 of our employees registered to participate in a well-being challenge for a donation to Handicap International, an association that drives a world of inclusion and solidarity, where everyone can live with dignity. Over a period of ten days, 700 teams ran a total distance equivalent to circling the globe four and a half times, thereby raising € 10,000 for various charitable organizations.

In France, between 2023 and 2024, employees were given access to a platform to raise awareness and make a self-diagnosis of the perception of disability at work, by questioning them on their reactions in particular situations.

Some French entities are also collaborating with medico-social institutions of protected work, reserved for people with disabilities and aiming at their integration or social and professional reintegration.

In Germany, on the International Day of Persons with Disabilities, the Office for Employees with Disabilities sent an information letter to our employees explaining the rights associated with their degree of disability (GdB): support from the integration specialist service, accompanying help from the integration office or inclusion office, special protection against dismissal, tax benefits, additional leave for training and work.

Ambassadors Network (inclusion)

Our Sustainability Ambassadors Network is committed to fostering a diverse, equitable and inclusive workplace. We have taken steps to create an environment where everyone feels valued and empowered. Our “Let’s Talk” webinars offer accessible learning opportunities on topics like mindfulness and non-violent communication. Additionally, our corporate volunteering program, Hummingbirds, connects employees with local causes they care about, empowering them to make a difference. MyEmbassy, our internal platform, promotes sustainable practices, offering tips and resources in multiple languages. Over this year, our 200 Sustainability Ambassadors organized around 50 local initiatives at the country level. To close out the year, the *Sustainable Holidays Campaign* took place in December, with ten challenges encouraging employees to establish sustainable habits and make a positive impact. Furthermore, our network fostered cross-cultural conversations and empowered employees from all backgrounds to contribute. All these initiatives empower our employees and promote compassion in the workplace.

Targets related to diversity, equity and inclusion

We are working on building a strong female talent pipeline. By 2025, we aim to have at least 30% women at the first global management level directly below the Executive Board; the second global management level should consist of at least 45% women.

Diversity metrics

In 2024, 7 women were in the first management level, which represents 23% (2023: 13.5%); and 112 in the second management level, which represents 44% of female managers (2023: 36%).

We are getting closer to achieving our target of 30% women in the first management level by 2025, and we have almost reached our target of 45% women in the second management level.

Global share of women in management positions at Symrise*

	2023	%	2024	%
Share of women in the first management level worldwide**	5	14%	7	23%
Share of women in the second management level worldwide***	112	36%	112	44%

* Basis: Number of employees present on December 31 (2023: excluding Probi, 2024: including Probi), excluding apprentices, trainees and contingent workers, reported in headcount

Headcount: if the employee is present on the last day of the month, they count for 1 whatever the percentage of contractual working time is

** First management level: employees reporting to the Executive Board (excluding Executive assistants)

*** Second management level: employees two levels below the Executive Board (excluding Executive assistants)

Age structure of the Symrise workforce worldwide*

Age bracket	2023	2024
under 30	16%	16%
30–39	30%	30%
40–49	26%	26%
50–59	21%	21%
60 and above	7%	7%

* Basis: Number of employees present on December 31, 2024, including Probi and Vizag Care Ingredients, excluding apprentices, trainees and contingent workers, reported in headcount

Headcount: if the employee is present on the last day of the month, they count for 1 whatever the percentage of contractual working time is

Persons with disabilities

In 2024, 2.1% of our employees were people with a disability (this figure concerns only countries where the law does not prohibit to disclose this information). This share includes people recognized as employees with a disability according to local legislation and local definition of a disability, which might vary by country. The disability status is strictly confidential, and in most of our locations it can only be disclosed by employees on a voluntary basis.

Remuneration metrics*

Total remuneration ratio

We are in the course of reviewing the job grading concept in the context of our HR transformational journey to ensure that remuneration within the company is perceived as transparent, fair and in line with the market, and that the weight of positions is based on a clearly defined job evaluation methodology.

For the annual total remuneration ratio, we compared the remuneration of our highest paid employee to the median remuneration of the other employees, excluding the highest paid. As the basis for our calculations, we used the annual base salary and target bonus for the eligible employees, as these elements reflect the contractual compensation of our employees.

In 2024, our highest paid employee gained 43 times more than the median Symrise employee.

Gender pay gap

Equal pay for both men and women is a matter of course for us. The amount of remuneration is determined by the employee's qualification and value contribution to the company.

For gender pay gap calculation, we used the same remuneration components as for total annual remuneration, pro-rated based on the local legal working hours.

*The contents of this section are unaudited voluntary disclosures.

In 2024, the gender pay gap was -7.3% globally, which for us is not a question of discrimination but can be easily explained as already detailed above.

Occupational health and safety

Workplace safety at Symrise

Workplace accidents can place a significant burden on employees, negatively affecting the motivation of individuals or even entire teams. Additionally, the physical consequences of accidents can impair employees' ability to lead fulfilling lives and, in the worst case, can even be fatal. For the company, this leads to costly downtime and significantly reduces overall productivity.

To address risks and prevent accidents, Symrise launched the Symsafe program in 2021. This global initiative centralizes safety efforts and fosters a strong safety culture, addressing critical areas such as chemical handling, working at heights, internal traffic and fire safety. Since 2022, Symsafe has been rolled out across all business divisions and locations, with performance tracked through health & safety (H&S) metrics. Please note: The subsidiaries SFA Neroli and Probi will be integrated from January 2025, as the merger process is still ongoing. Therefore, references in this document to "Group-wide" or to "all sites" do not yet fully include these two sites.

Practical guidelines and compliance

The "10 Golden Rules" are core to Symsafe, targeting frequent and critical risks like vehicle traffic and chemical management. These rules include actionable practices to prevent accidents and create a safe working environment. To ensure that these rules are fully understood and consistently followed, employees receive training (both online and in person), supported by regular communication materials. Compliance is ensured through self-assessments and annual audits at key locations.

The company-wide Code of Conduct sets the expectations for maintaining a safe work environment and outlines standards for workplace safety, emphasizing incident reporting and proactive risk mitigation. Employees are encouraged to report inadequate safety standards to a supervisor or through other channels, suggest improvements and motivate colleagues to prioritize safety. Symrise identifies risks and sets global minimum standards as part of its Corporate Health & Safety Policy, ensuring compliance with local and international laws and regulations.



With the Symsafe campaign, the company has set out to ensure greater safety in the workplace.

Globally, the training activities undertaken by Symrise are broken down into four strategic pillars.

Culture of global collaboration

Global collaboration on safety insights such as best practices, safety alerts and lessons learned from incidents help enhance prevention strategies. Additionally, regular safety visits by management and internal audits drive continuous improvement. A comprehensive guideline for managing safety incidents and performance – aligned with ISO 45001, the Symrise Group guidelines and international industry standards – ensures consistent safety practices throughout the company and supports teams in better preventing incidents and tracking safety developments.

Strengthening workplace safety

Symrise has established occupational safety committees at various locations to exchange information on safety measures, prevent workplace accidents and maintain high safety standards. These committees meet regularly and meeting outcomes are shared with management, enabling continuous monitoring and timely actions.

In the reporting year, Symrise introduced SAI360, a global software tool that consolidates all safety-related data and activities. This platform provides real-time insights into safety KPIs, allows employees to report unsafe conditions and tracks incidents and resources. By thoroughly documenting accidents and near misses, the tool ensures corrective and preventive measures are effectively implemented, mitigating risks and preventing recurrence. SAI360 promotes transparency, enabling employees to suggest improvements and track progress. Managers and safety professionals utilize the platform to monitor compliance and implement necessary actions.

Collaborative efforts for a safer future

The commitment to safety is further reinforced by the ONE Safety Team, which ensures all divisions adhere to the highest safety standards. Developed under the SymSafe program, company-wide guidelines apply to all sites. The focus is to raise safety awareness among all employees, reduce the number of workplace accidents and lower the accident rate. Symrise has implemented a comprehensive roadmap that includes tailored measures, tools and training programs. These initiatives encourage employee participation and adapt to the unique conditions of each site.

Symrise's annual Global Safety Week further promotes a unified safety culture by engaging employees across all locations. In 2024, the theme "ONE Team Spirit Approach" highlighted progress in addressing near misses and unsafe conditions through teamwork. Workshops and discussions raised awareness and encouraged employees to take an active role in creating a safer workplace.

Symrise recognizes the link between employee well-being and workplace safety through its SymHealth program. Launched in Germany, the program includes initiatives like a bike leasing program, ergonomic workplace solutions and mental health support, aimed at reducing absenteeism, preventing occupational illnesses and fostering productivity. While currently focused on German sites, plans are underway to expand globally, reflecting Symrise's commitment to integrating well-being into its global corporate culture and supporting a healthier, safer work environment.

Managing risks and hazardous materials

Symrise's workplace conditions (including chemical processes that may endanger employees due to the exposure to heavy machinery, harmful substances and significant temperatures) may contribute to the development of chronic diseases and impairments among employees worldwide, e.g., inadequate ergonomic considerations in the workstations that result in musculoskeletal disorders like lower back pain, carpal tunnel syndrome and tension neck syndrome.

To address these challenges and maintain workplace safety, legally required risk assessments are conducted annually or as needed based on emerging risks. Symrise ensures compliance with local regulations at all sites and applies its global Symsafe guidelines wherever they set higher standards, promoting consistent and enhanced safety practices worldwide.

The company has also established measures for the safe handling of hazardous materials. Written procedures and safety data sheets support employees in identifying and managing risks. New hires undergo on-site training covering general safety practices and task-specific hazards. Risk assessments and exposure measurements are conducted to minimize hazards, ensuring ongoing safety improvements.

Incident response and prevention

At Symrise, ensuring a swift and effective response to workplace injuries is a top priority. When incidents occur, the company focuses on supporting recovery while implementing corrective measures to prevent recurrence. Employees are required to report all safety incidents and hazards, enabling thorough analysis to identify root causes and establish preventive actions. Symrise's occupational health services ensure strict confidentiality in handling employees' health information, respecting local regulations and safeguarding privacy.

Setting and monitoring safety targets

Symrise aims and is on a good path to achieving an industry-leading MAQ (workplace accidents with lost workdays per million hours) of less than 1.5 by 2025 – a significant improvement from 2.3 in 2023.

From 2026 onward, we want to take it a step further. While MAQ (Lost Time Accidents Frequency) remains important, our focus will also extend to TFQ, which accounts for all recordable injury accidents, regardless of whether they result in lost workdays or not. By 2030, we aim to achieve a TFQ of 3.25, while further reducing our MAQ values. These goals are supported by a structured roadmap with clear measures, tools, rules and guidelines, which drive not only short-term efforts but also a long-term vision of creating an accident-free workplace. These new objectives integrate insights from regional teams, committees, works councils, board members and the ONE Safety Team, ensuring alignment with the latest industry trends and best practices. These targets apply to every aspect of the Symrise value chain, from production plants to offices.

	Symrise Metrics		Symsafe Metrics*	
The headcount used for safety metrics	Headcount: 13,351		Headcount: 12,982	
The percentage of employees covered by health and safety management systems	100%		100%	
The number and rate of recordable workplace accidents (TFQ)	Permanent employees: Total accidents: 152 TFQ: 6.01	Temporary workers**: Total accidents: 15 TFQ: 6.93	Permanent employees: Total accidents: 131 TFQ: 5.32	Temporary workers**: Total accidents: 8 TFQ: 3.91
The number and rate of Lost Time Accidents (MAQ)	Total LTA: 54 MAQ: 1.97		Total LTA: 41 MAQ: 1.54	
The number of days lost due to work-related injuries	1,105 days		860 days	
The type of injuries	Soft tissue injuries: 60% Fractures and bone injuries: 7% Burns and thermal injuries: 5% Foreign body injuries: 3% Other and unspecified injuries: 25%		Soft tissue injuries: 59% Fractures and bone injuries: 8% Burns and thermal injuries: 6% Foreign body injuries: 4% Other and unspecified injuries: 23%	
The number of fatalities	0 fatalities		0 fatalities	
The number of fatalities due to work-related injuries	0 fatalities		0 fatalities	

* Symsafe Metrics reflect the health and safety performance data from locations where the Symsafe initiatives have been fully implemented, excluding SFA Neroli and Probi.

** "Temporary workers" in this table refers to individuals who are directly supervised by Symrise personnel but are not on Symrise's payroll. This definition is specific to health & safety reporting and may differ from classifications used in HR, finance and external disclosures. For a detailed explanation, see the section "Explanatory notes on the metrics."

Symrise's safety targets were defined in a detailed analysis of industry benchmarks, historical performance data and global risk assessments. By engaging all stakeholders, including employees, safety committees and management, the company ensures that its targets are realistic and achievable, as well as aligned with its core values and industry standards.

Monthly safety reports and external audits enhance transparency and highlight areas for improvement. Certified sites and sustainability programs, such as SEDEX/SMETA certifications, reinforce compliance with international safety standards.

Promoting transparency and continuous improvement

Transparent communication is a cornerstone of Symrise's safety culture. Employees, management and stakeholders are kept informed through monthly global safety reports, intranet updates and presentations during key events like Global Safety Week. These updates showcase progress, highlight challenges and foster a culture of shared responsibility.



Symrise rates its performance in health and safety.

Key performance indicators for occupational health and safety

Symrise uses a wide range of metrics to assess health and safety performance, taking into account significant impacts, risks and opportunities. These metrics include both indicators defined by the European Sustainability Reporting Standards (ESRS) and company-specific Key Performance Indicators (KPIs) that provide a holistic view of the company's safety landscape. In the 2024 reporting year, the following ESRS key figures were recorded:

Explanatory notes on the metrics

Symrise includes both permanent employees and temporary workers in its health & safety metrics to ensure comprehensive reporting. For health & safety purposes, temporary workers are individuals who are directly supervised by Symrise personnel but are not on Symrise's payroll. This definition is specific to health & safety reporting and may differ from classifications used in other corporate reporting contexts such as HR, finance and external disclosures.

At Symrise, temporary workers are fully integrated into our Health & Safety Management System, as they operate under the same working conditions and have the same safety requirements as Symrise employees. In 2024, 100% of employees and temporary workers were covered by Symrise's Health & Safety Management System, in compliance with legal requirements and recognized standards.

To measure safety performance, Symrise uses the MAQ (workplace accidents with lost workdays per million hours) rate. The formula is calculated as the total number of Lost Time Accidents multiplied by one million working hours, divided by the total number of working hours. In 2024, the MAQ rate for Symrise was 1.97, compared to 1.54 at locations where Symsafe initiatives have been implemented. This comparison underscores the effectiveness of the safety measures introduced through the Symsafe program.

In addition to the MAQ rate, Symrise tracks incidents and lost days caused by work-related injuries, including fatalities. Incidents involving contractors at Symrise sites are also treated accordingly. To provide a broader perspective on workplace safety, Symrise uses the TFQ (Total Frequency Rate), which measures the total number of work-related accidents, including both Lost Time Accidents and No Lost Time Accidents, per million working hours.

Although key figures are not currently externally validated, Symrise ensures data integrity through its SAI360 system, which consistently captures and manages all safety-related data across the company. The company is committed to refining its data collection and analysis methods for metrics not yet reported or requiring further development. This ongoing effort aims to provide a more comprehensive and accurate view of Symrise's health and safety performance, reinforcing its broader sustainability and corporate responsibility goals.



Symrise champions human rights around the world and in all supply chains.

Symrise works with approximately 10,000 different raw materials and other materials from all over the world. A large share of raw materials sourced by the company is produced by farmers.

Stakeholders in the value chain

Workers in the value chain

Classification of material impacts, opportunities and risks

Symrise is aware that the company's strategy and business model can have both a positive and a negative impact on workers in the value chain. At the same time, Symrise depends on these workers. This results in both risks and opportunities. The company has pledged to integrate the topics of working conditions, equal treatment and human rights into all aspects of its strategy and business model. It manages impacts and dependencies by means of risk analyses and risk management, preventive measures, sustainable sourcing, stakeholder engagement and the integration of sustainability targets.

Symrise has identified material impacts, risks (IROs) in the area of **workers in the value chain**:

Topic	Material risks/opportunities	Material positive impacts	Material negative impacts
Stakeholders in the value chain – Other work-related rights	Controversies about the use of child labor in the operations of our supply chain business partners can have a negative impact on Symrise's reputation.		Child labor deprives children of education and a normal childhood, perpetuates poverty and inequality, and increases the risk of physical, emotional and financial abuse.
Stakeholders in the value chain – Working conditions		Freedom of employment impacts the living and working conditions of workers	<p>Insufficient wages that do not cover living expenses can lead to poverty, few opportunities for social participation, limited access to humane and affordable living space as well as health issues due to the necessity to take on secondary employment.</p> <p>Inappropriate working hours can have a negative impact on the well-being, productivity and living conditions of workers.</p> <p>Poor health and safety practices in the workplace can lead to physical and/or psychological (chronic) impairments and, in the worst case, to fatalities.</p> <p>A low percentage of workers covered by collective bargaining agreements and violations of workers' rights to freedom of association and collective bargaining lead to inequalities in working conditions and wages especially in countries/sectors where labor rights are not protected by law or are restricted.</p>
Stakeholders in the value chain – Equal treatment and opportunities for all		<p>Measures to promote diversity and the visibility of marginalized groups in the operations of our supply chain business partners contribute to greater diversity, inclusion and global integration in the workplace.</p> <p>Training and partnerships can help workers in the operations of our supply chain business partners to develop their skills.</p>	<p>Unequal wages for the same work (gender pay gap) and gender-specific stereotypes lead to social inequality with negative financial and societal impacts.</p> <p>Violence, harassment (including inhumane treatment) and discrimination in the workplace impact the living and working conditions of workers in the operations of our supply chain business partners.</p>

Symrise works with approximately 10,000 different raw materials and other materials from all over the world. Some 80% of the raw materials purchased come from agricultural production. This means Symrise has a great responsibility toward nature and the people who work in the supply chain in the various countries. Geopolitical and environmental challenges are threatening the resilience of farmers and the production of agricultural raw materials more than ever before. Consequently, both the risk of supply bottlenecks and social challenges are increasing.

To identify risks in the operations of its direct supply chain business partners, Symrise has established a multi-level due diligence approach that – with increasing depth of detail – provides information about its suppliers' business practices and their potential inherent and specific risks. Symrise expects suppliers whose risk potential is identified as high to address and remediate priority issues within a certain period of time.

In addition, these suppliers may be subject to further assessments, up to and including an on-site audit conducted by independent auditors or trained and experienced internal employees.

Symrise also engages and invests in long-term collaborations and partnerships with the aim of building long-term, resilient supply chains and ensuring a reliable supply of key natural raw materials, while also addressing human rights and environmental challenges. One example is Bridging the Gap (BTG), a multi-stakeholder program that supports sustainable development projects across the world with a view to promoting sustainable supply chains and developing them through socio-economic measures in the local context. The aim is to support small farmers or farming communities in making the transition to regenerative farming practices, thereby securing their source of income or establishing additional sources of income.

Targets and organization

It is Symrise's long-term target that all purchased materials and services meet sustainability criteria and are in line with the 17 Sustainable Development Goals (SDGs) formulated by the United Nations. To this end, the company has defined medium- and long-term targets for its value chain workers:

- As of 2025, Symrise will have at least twelve audits conducted per year (by internal or external teams, announced or unannounced, as well as random control audits) at suppliers and service providers that have been identified as having a very high risk potential or that are the subject of substantiated allegations of human rights and environmental violations. Examples of how Symrise might become aware of this include reports submitted via a grievance channel, information in the media and reports from civil society organizations.
- From 2025 onward, suppliers will be required to complete two mandatory training courses each year on topics that arise particularly frequently in Symrise's annual risk assessments. This training will either be conducted by Symrise itself or by an external provider commissioned by Symrise.

Symrise develops and adopts targets, directives, policies and procedures within the framework of its global sustainability management.

The Symrise Executive Board is responsible for human rights. The Chief Sustainability Officer reports directly to the Executive Board on the human rights status of the company and its supply chains. At Symrise, responsibility for monitoring human rights standards lies with the Human Rights Officer. He reports directly to the CSO. The Responsible Sourcing Steering Committee (RSSC) is a decision-making body made up of representatives of the segments and Corporate Sustainability. It develops the strategy for observing due diligence requirements and implementing processes. Operational implementation and the monitoring and tracking of defined measures with suppliers is carried out in the purchasing divisions. The aim of the RSSC is to establish a coherent, sustainable and continually evolving management system for responsible sourcing in order to make our supply chains more resilient by complying with environmental and human rights standards.

Concepts related to workers in the value chain

Symrise underscores its support for human rights in particular through its policy statement (Human Rights Policy – published under <https://www.symrise.com/de/nachhaltigkeit/reports-policies-standards-audits/#nachhaltigkeitsrichtlinien>). Symrise is a signatory to the UN Global Compact and has expressly committed to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. The company supports the UN Protect, Respect and Remedy framework for business and human rights as well as the OECD Guidelines for Multinational Enterprises on responsible business conduct. It pledges to fully respect the rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, including the following:

- Freedom of association and the effective recognition of the right to collective bargaining
- Elimination of forced or compulsory labor
- Abolition of child labor
- Elimination of discrimination in respect of employment and occupation

Responsible sourcing and due diligence – Supplier management

As a starting point, prior to commencing any business activity, Symrise expects its supply chain business partners to accept and sign the Symrise Responsible Sourcing Policy, which simultaneously serves as a Supplier Code of Conduct and sets out the requirements the company places on its suppliers.

New or alternative suppliers first undergo an internal evaluation process.

Symrise has developed a three-step evaluation filter to identify both inherent and specific risks in the areas of human rights, the environment, health and safety, business ethics and critical raw materials. As well as conducting risk assessments on the Sedex and/or Ecovadis platform, we use the IQ Plus platform on Ecovadis to determine inherent and sector-specific risks, so that we also receive risk assessments for suppliers that are not registered on Sedex or Ecovadis. Should suppliers be identified as having high risks on IQ Plus, we ask them to register on Sedex or Ecovadis in order to obtain more information. Any suppliers that have already been assessed on Sedex or Ecovadis and are known to have high risks or specific sustainability issues will be subject to an on-site audit by an external audit firm based on the Sedex/SMETA 4-Pillar approach.



In Madagascar, Symrise is facilitating the transition to regenerative and, thus, sustainable agriculture.

When it comes to strategically important natural products, we ensure ethical and sustainable sourcing through special sustainability frameworks such as the Union for Ethical Biотrade (UEBT) or SAI (Sustainable Agriculture Initiative). Other audit formats may also be added upon approval by the RSSC.

All assessment results serve as input for the relevant internal decision-making processes to ensure that potential negative impacts on human rights are identified at an early stage and effectively prevented or minimized.

Analysis of the types of affected value chain workers

In general, Symrise's risk approach encompasses all types of workers employed by our immediate supply chain business partners, in both the upstream and downstream supply chain.

Identification and assessment of impacts, risks and opportunities

As a supplement to the risk assessments provided by the three-step risk filter at Symrise, our involvement in various international initiatives, organizations and projects gives us access to detailed information on the labor and human rights situation in different countries and regions. One example of this is our membership of the Aim-Progress initiative for responsible sourcing, a forum of leading manufacturers of fast-moving consumer goods. Our activities as part of the Bridging the Gap program also provide insights into local contexts. In addition, the company is engaging with a large number of suppliers through the SEDEX and Ecovadis platforms to discuss ways of improving ethical, environmental, safety and health issues. Depending on their focus, these projects and activities are managed and/or supported by the corporate and divisional sustainability teams or by Procurement. The company reports on its activities in its publications and at various events.

Key actions

Since many risks in supply chains are systemic in nature and cannot be improved by one company alone, Symrise is an active member in various organizations and initiatives to prevent, mitigate and improve negative impacts on workers in the value chain, while promoting positive developments – in this case, decent working conditions. Below are a few examples:

Symrise and UEBT (Union for Ethical Biотrade) are collaborating on a project aimed at promoting responsible procurement practices in the supply chains for natural fragrances. The project seeks to improve the application of due diligence, including actions to mitigate risk for people and the environment, in the sourcing of various natural products. Another aim is to promote integrative and practical tools for responsible procurement practices. This includes a) conducting collaborative risk assessments with local stakeholders in sourcing regions in India and Egypt, b) developing possible mitigation strategies and c) publishing industry guidelines and raising public awareness.

As a member of various associations and initiatives, Symrise works to identify negative impacts on employees in the value chain.



Symrise promotes the independence of women in agriculture as part of its Bridging The Gap project in India.

The “Child and Forced Labor in US Supply Chains” project of the AIM-Progress initiative was launched by 12 of its members (including Symrise) and Verité, a non-profit organization that works to address serious labor rights issues. Initiated in response to the significant increase in cases of child and forced labor in US supply chains, the project offered training for a target group of more than 600 people working for the members’ supply chain partners. It also provided participants with a US-specific guide on remedial action that assists them with implementing responsible recruitment practices and helps identifying and avoiding potential risks of child and forced labor (<https://aim-progress.com/project/child-and-forced-labour-project>).

In 2024, Symrise joined the Together for Sustainability (TfS) initiative, which actively seeks to raise CSR standards across the chemicals industry. Members commit to improving sustainability in their own operations and those of their suppliers. This approach, which is specific to the chemicals industry, will also be integrated into Symrise’s responsible sourcing management in 2025.

Other special initiatives in which Symrise is actively involved include the Roundtable on Sustainable Palm Oil (RSPO), the Sustainable Spices Initiative and the Sustainable Agriculture Initiative (SAI). The Sustainable Agriculture Supply Chains Initiative (SASI), a platform for stakeholders from the private sector, civil society and politics, allows participating organizations to exchange knowledge on how to conserve natural resources and promote living wages and incomes.

Under the Bridging the Gap program, Symrise is pursuing a strategic backward integration approach, and has been involved in various multi-stakeholder initiatives for many years. In Madagascar, for example, the company is keen to expand its activities beyond vanilla and diversify the range of raw materials it sources there in the long term. This will create additional income opportunities for local communities during the months when the main product, vanilla, is out of season. The company currently works with more than 7,000 farmers in Madagascar. Around 40,000 people benefit either directly or indirectly from Symrise’s local business activities.

And 2024 saw the launch of another BTG project. Set to run for three years in partnership with GIZ and global player Haleon, this project aims to establish sustainable mint cultivation and reach 10,000 farmers. It will combine measures to increase farm resilience with off-farm activities that help improve living conditions and foster financial resilience. A particular focus lies on strengthening the economic independence of women in agricultural communities. In addition, farmer producer centers are being set up to improve transparency and enhance the skills of the community so that the project can become self-sustaining. Digitalization measures and new technologies are being tested in collaboration with the Central Institute of Medicinal and Aromatic Plants (CIMAP).

Monitoring the effectiveness of the actions

Symrise uses a multi-step risk filter with progressively more detailed supplier information to regularly assess the risks and performance of suppliers from an economic, ecological and social point of view. The results of the assessment are analyzed, and subsequent steps are initiated and monitored. In this way, Symrise is able to demand improvements from suppliers when high-priority issues have been identified in a Sedex or Ecovadis assessment and track these improvements. Symrise also monitors non-compliances identified during SMETA 4-pillar audits that are not corrected in a timely manner (“overdue non-compliances”) outside of the auditors’ work and contacts these suppliers in order to resolve the identified issues. If multiple attempts to rectify the situation fail and the supplier shows no willingness to improve, Symrise will consider terminating the business relationship as a last resort.

In addition, Symrise applies further risk assessment approaches from the Union for Ethical Biobased Trade (UEBT), which are most commonly used with suppliers and supply chains for natural ingredients for the fragrance and cosmetics industry, as well as the SAI/FSA certification (Sustainable Agriculture Initiative) for certain agricultural materials.

In 2024, there were no severe human rights violations or abuses in the operations of our immediate supply chain business partners. The companies Scelta Umami B.V, Jiangxi Ovo Biotechnology Group and Vizag Care Ingredients Private Limited were not included in the 2024 assessment.

Reporting channels and process

In 2023, Symrise set up a dedicated grievance mechanism for affected external stakeholders and rightsholders so that they can report issues directly to seek remediation. The mechanism meets the requirements of both the German Supply Chain Due Diligence Act and the EU Whistleblower Directive (2019/1937 of October 23, 2019). The company encourages anyone who knows of or suspects any actual or potential legal or regulatory violations that relate to Symrise or have been caused by a Symrise supplier to report the matter through this reporting channel. In addition, Symrise complies with applicable national laws and grievance mechanisms, and cooperates with the competent authorities as needed to resolve any grievances relevant to Symrise.

Symrise regularly conducts risk and performance assessments of suppliers from economic, environmental and social perspectives.

Information can be submitted by phone, via the Symrise website or the SpeakUp® app. The entire process is anonymous and confidential. Symrise provides public and barrier-free access to the grievance mechanism on its website, which contains information on methods of contact, responsibilities and how the process works. The Human Rights Policy as well as the Responsible Sourcing Policy and Supplier Code of Conduct include a reference to this access. Responsibility for managing the platform and handling incoming reports lies with the Symrise Group Human Rights Officer (GHRO), along with a person from the Corporate Sustainability Office designated by the Executive Board. The grievance mechanisms and their respective reporting channels follow clearly defined processes that are presented online on the Symrise website:

- Within one day, the person providing the information will receive confirmation of the receipt of their report.
- As a rule, all reported grievances are followed up. The only exceptions are reports that contain too little information to properly investigate the matter, reports made in bad faith or reports submitted by a Symrise employee who should use the established Integrity Hotline instead. The GHRO evaluates the information provided and assigns the report to the relevant company functions responsible for investigating the matter. All steps through to completion are documented. If action is taken to remedy a confirmed violation, this too will be followed up.
- Symrise expects line managers and subject-matter experts at all levels to investigate and resolve any concerns related to misconduct in a professional, confidential and timely manner. They must also promptly inform the GHRO of the steps taken and the results obtained so that measures can be initiated, documented and reported back to the person who reported the misconduct. Line managers are obliged to cooperate fully and unreservedly with any person tasked with investigating the misconduct and to assist them with their internal and external investigations and actions.
- While companies are not obliged to remedy direct negative human rights impacts caused by their operations, products or services, Symrise will consider appropriate remedial action commensurate with the severity of the damage caused and its own share of the blame. Such action may include compensation, rehabilitation, reparation or guarantees of non-repetition. If the damage has been caused by one of Symrise's direct business partners, the company will use its influence to mitigate or prevent adverse effects.

Effectiveness of the grievance channels

Symrise reviews a channel’s effectiveness based on the technical and organizational effectiveness criteria recommended in the Guiding Principles on Business and Human Rights. The process, accessibility via three different technical reporting options and global availability for third parties – regardless of any business relationship with Symrise – are presented and described in detail on the Symrise website (<https://www.symrise.com/sustainability/grievance-system/>). Information on these access points can also be found in the Human Rights Policy published on the website.

The various access options for the SpeakUp® platform (telephone, app, website) are explained clearly and in detail on the Symrise website. The website also contains further descriptions and FAQs, including images to make it easier to understand how the process works. All reports received are documented. Voice messages are transcribed in the local language, translated into English and uploaded to the SpeakUp® platform. When a new report comes in, the two formally designated employees tasked with handling the report receive a push notification. Symrise’s responses are translated back into the reporter’s local language by the Speak-Up® platform. The reporter can use the unique ticket number they received when they originally called to

retrieve and/or comment on the message at any time. All written correspondence and the steps taken on the platform are archived and documented.

As in 2023, the number of reports received in 2024 was too low to be able to derive any specific improvements in effectiveness.

Affected communities

Symrise is one of the world’s leading suppliers of fragrances and flavors, operating on six continents. The company’s business activities directly or indirectly affect many societies and local communities. Through collaboration with suppliers, producers and partners in the regions, Symrise not only contributes to these regions’ economic development, but also promotes social and ecological initiatives. Symrise strives to make a lasting positive contribution to the living standards of the communities associated with its supply chains by promoting sustainable sourcing, education, health and agricultural capacity building. At the same time, Symrise takes responsibility for minimizing negative impacts and designing its business model in such a way that it creates added value and improves quality of life.

Symrise has identified material impacts, risks and opportunities (IROs) in the area of **affected communities**:

Topic	Material opportunities and risks	Material positive impacts	Material negative impacts
Economic, social and cultural rights of communities		New business opportunities may have a positive impact on the rights of communities with regard to adequate housing and nutrition, water and sanitation, and land-related concerns.	Sourcing activities with suppliers in high-risk countries may have a negative impact on the rights of communities with regard to adequate housing and nutrition, water and sanitation, and land-related concerns.

The Symrise Executive Board is responsible for human rights. At Symrise, responsibility for monitoring human rights standards lies with the Human Rights Officer. As a starting point, prior to commencing any business activity, Symrise expects its supply chain business partners to accept and sign the Symrise Responsible Sourcing Policy, which simultaneously serves as a Supplier Code of Conduct and sets out the requirements the company places on its suppliers.

Responsible procurement practices may not lead to excessive time pressure or price pressure in the supply chain, as this could result in labor and human rights violations such as wage cuts, non-compliance with or failure to establish occupational safety and hygiene standards, or an increased risk of inhumane accommodation for seasonal workers. Time pressure might also lead to excessive working hours with minimal or no breaks or rest periods. These risks exist along the entire value chain.



Symrise works closely with suppliers and other stakeholders to ensure that land rights are respected.

Core issues such as these are addressed in audits conducted at our own operations and those of our suppliers in accordance with protocols of organizations such as SMETA, UEBT, SAI and others. The UEBT auditing standard, for example, covers human and labor rights, community well-being and local development, the preservation and restoration of biodiversity, as well as farming and wild collection practices.

Symrise is not aware of any of its own business activities having material negative impacts on local communities in the 2024 reporting year.

With its sustainability agenda, the company aims to sustainably improve local living conditions and make a positive contribution toward enabling local communities to create greater value with their work. In this way, the company is actively contributing to the achievement of the UN Sustainable Development Goals (SDGs).

Symrise has developed concepts to minimize the impact of its business activities on local communities and to respect and promote their rights.

Land Policy

Symrise condemns illegal and illegitimate land-use practices that impact local communities and indigenous people. The company's Land Policy defines measures to avoid land grabbing and is applicable to the entire value chain, with a particular focus on high-risk countries. While Symrise itself does not own any land for farming or forestry, it works closely with direct suppliers and other supply chain players in order to ensure that land rights are respected.

Symrise pledges to conduct activities in accordance with the land-use laws of the countries concerned and to protect the rights of local communities and indigenous people. This is why the company aligns its actions with the principles of the Nagoya Protocol of the United Nations, which regulates the use of genetic resources by international companies and prescribes benefit-sharing for local communities.

Human Rights Framework Policy

Symrise has introduced a comprehensive Human Rights Framework Policy that is based on the UN Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and other international labor and human rights standards. It addresses material risks in the supply chain, particularly in countries with weak regulation, and covers such issues as forced labor, child labor and discrimination.

Symrise is an advocate for the rights of indigenous people and adheres to protocols such as the Nagoya Protocol, which governs access to genetic resources belonging to indigenous people and guarantees them a fair share in the benefits arising from their use. The company takes an active role in multi-stakeholder projects such as the Roundtable on Sustainable Palm Oil (RSPO) and the Sustainable Agriculture Initiative (SAI) to ensure that the concerns of all parties are addressed. Symrise has introduced mechanisms to remedy any human rights violations, and expects its suppliers to do the same. The current status and progress made toward achieving the targets are published annually in the Annual Report and on the Symrise website.



Madagascar

Promoting regenerative agricultural practices

Support **5,000**

vanilla farmers, reforest 5,000 hectares of land, plant 400,000 trees

Increasing incomes

Increase the household income of 5,000 farmers by

20%

through the cultivation of ginger and lemongrass

Strengthening local communities (especially women and young people)

Educate **26,600**

children and young people about children's rights and child protection

Targets

Symrise has set itself targets to sustainably improve quality of life in the communities in which the company operates. These targets span the entire value chain and include initiatives such as sustainable raw material sourcing from smallholder farmers in countries such as Madagascar, the Philippines and Brazil, or health awareness campaigns in Egypt. Symrise cooperates closely with international partners such as GIZ, Unilever, Save the Children and other strategic players to make sure that the targets set not only promote environmental protection but also create benefits for local communities.

These efforts are guided by Symrise's internal policies, global standards and the principles of the UN Global Compact, which align with the UN Sustainable Development Goals (SDGs). The targets and key performance indicators (KPIs), as well as their planned time horizons and review processes, vary from program to program and country to country, since each program is tailored to specific local conditions and needs. Stakeholder engagement is a key part of the process. Before embarking on a program, Symrise conducts baseline studies with strategic partners to assess risks, identify challenges along with the needs of local communities, smallholder farmers and other stakeholders, and develop aligned targets and actions.



Philippines

Promoting regenerative agricultural practices

Increase the productivity of **500**

coconut farmers by 20%

Increasing incomes

Increase coconut farmers' incomes by

15%

through diversification

Strengthening local communities (especially women and young people)

Certify **75%**

of farmers to SAI-FSA standards and provide 75% of farmers with access to improved support services



India

Promoting regenerative agricultural practices

 **60%**

of 10,000 mint farmers have increased their resilience to climate change (methods: e.g., use of solar resources, climate-friendly practices)

Increasing incomes

Increase household income of 10,000 mint farmers by an average of

25%

through GAP, mechanization and financial literacy training

Strengthening local communities (especially women and young people)

Establish

1,000

new female-led enterprises in the communities

To do this, Symrise uses platforms and tools that assess risks in the areas of the environment and human rights, such as Sedex and SMETA 4-pillar audits, as well as UEBT and SAI certifications. Planning takes into account factors such as country risks and risks related to the four sustainability pillars defined by Symrise: environment/climate, innovation, sourcing and employees/society.

The programs are monitored by the project teams of the participating partners in order to track progress and identify potential challenges or risks at an early stage, as well as to carry out interim evaluations. A concluding study assesses how successful the project has been in achieving the defined targets.

With the Bridging the Gap (BTG) program launched in 2019, Symrise aspires to support up to 200,000 people and enable 40,000 farmers to practice sustainable agriculture over a ten-year period (see “Key actions”). The current phase of the program extends from 2024/2025 to 2028. Different parts of the program have different individual targets, which can be both qualitative and quantitative in nature. The table below provides examples of the targets of the BTG programs in Madagascar, the Philippines, India and Brazil.

Key actions

Symrise implements various actions to ensure that negative impacts on local communities are effectively addressed, and positive developments are encouraged. The company systematically incorporates the needs and challenges of the affected communities into its strategies and business models and maintains an ongoing dialogue with the communities and residents at its sites.



Brazil

Promoting regenerative agricultural practices

 **20,000 ha**

of forest have been charted and geolocalized for wild collection. 40% of plant residues in six community-based processing sites are being reused. 9 out of 10 cooperatives have passed UEBT audits on regenerative standards

Increasing incomes



Promote agricultural productivity through sustainable farming practices

Strengthening local communities (especially women and young people)

80%

of women and young people who have taken part in the training apply the knowledge they have gained in their daily work

To this end, Symrise supports various programs worldwide that are tailored to the local conditions and specific needs of the communities. These programs focus on the upstream parts of the value chain, covering strategically important agricultural regions where Symrise and the communities work closely together. Current projects are scheduled to run from 2024/2025 to 2028 in cooperation with strategic partners such as the German Society for International Cooperation (GIZ), the German Federal Ministry for Economic Cooperation and Development (BMZ), as well as private and local partners and NGOs.

Each program begins with an initial study aimed at setting targets and KPIs and understanding the needs and perspectives of the communities. As part of this, interviews are conducted with the beneficiaries of the program to ensure that their views and opinions are incorporated into the program's development. In addition, the programs are continuously monitored to track progress and identify at an early stage any potential challenges or risks that may affect the community and the environment. Additional evaluations will be conducted mid-way through the program to measure progress and at the end of the program to assess its achievements. Risk management forms a central part of each program's coordination and governance and is carried out by external partners such as GIZ, which is also responsible for monitoring and evaluation.

Specific examples of Bridging the Gap programs

Symrise launched the Bridging the Gap (BTG) program to improve the livelihoods of farmers and simultaneously reduce environmental impacts. The program is focused on identifying and addressing potential impacts on local communities along the entire value chain at an early stage. It supports the communities by teaching them sustainable agricultural practices and investing in their resilience and economic stability.

Symrise's programs to promote agriculture and develop communities have made significant progress up to the current reporting year.

For more than a decade, Symrise has been working in Madagascar to improve education and healthcare and to help farmers increase their productivity through sustainable farming methods. Training, for example, has enabled farmers to boost their yields and reduce water consumption. In addition, Symrise promotes the cultivation of alternative plants such as ginger to help diversify the sources of income for vanilla farmers, improves access to health services, supports young people and raises awareness of children's rights. Since 2012, Symrise has trained 10,465 farmers in good agricultural practices (GAP). Moreover, 7,860 farmers have received training in crop diversity, and 5,816 farmers have adopted climate-friendly agricultural practices. A total of 5,488 farmers have been certified according

to UEBT/Rainforest Alliance standards, ensuring sustainable and ethical production methods. And each year, 100,000 seeds and seedlings are distributed for reforestation purposes. In the area of community development, the program has supported 66 primary schools, benefiting more than 20,000 schoolchildren. What's more, around 200 young people have set up new agricultural businesses. Another program, launched in 2024 and running until 2028, involves 69 villages in the districts of Antalaha (32 villages) and Andapa/Sambava (37 villages) in the SAVA region in northeast Madagascar. This program aims to improve the financial resilience and food security of 5,000 vanilla farmers (30% of whom are women). Interventions focus on protecting the climate and the local population's livelihoods, as well as safeguarding children's rights and empowering women and young people.

As for India, Symrise has been teaming up with partners since 2020 to teach 25,000 mint farmers sustainable agricultural practices. This has increased mint production by up to 20% while reducing production costs by up to 20% – a significant boost to the farmers' income. What's more, 430 self-help groups for women have been formed while five producer organizations set up by farmers have been put in touch with financial institutions to give them access to more affordable credit.

In the Philippines, Symrise collaborated with partners to provide training to 526 coconut farmers in order to increase their income and quality of life by means of sustainable farming methods and improved agricultural management. As a result, the average annual income of the farmers participating in this project increased by 21% and their harvest yield by 35%. The program has set up three demo farms and strengthened five grower associations. Building on these positive results, the collaboration will move into a second phase starting in March 2025 and scheduled to end in early 2028. The main target is to increase the number of participating farmers.

In Brazil, Symrise has been working with GIZ and the Brazilian cosmetics company Natura & Co since 2017 on a project to support local sourcing communities. The project aims to expand and diversify local value chains for natural cosmetic products based on organic ingredients from the Amazon region. To this end, the project is providing technological innovations for the ingredients' processing.



Symrise is training a large number of coconut farmers in the Philippines.

Reporting channels and process

Symrise has established processes that enable it to actively engage in dialogue with the affected communities and take their concerns into account. The company works closely with the communities and residents at its sites, both to reduce existing and potential negative impacts on the communities and to make a positive contribution to these communities.

Together with the German Society for International Cooperation (GIZ) – supported by the German Federal Ministry for Economic Cooperation and Development (BMZ) – and with private partners and NGOs, Symrise is working on sustainably strengthening agricultural communities.

Actions and programs are tailored specifically to the needs of the local communities and managed independently by the individual sites by means of appropriate systems and working groups. Dialogue with the local communities takes place at different stages of the projects, in line with individual needs. A steering committee monitors progress to identify potential difficulties or risks early on. Progress is also measured through regular interim assessments, and a final study is conducted to evaluate the project's success.

Responsibility for human rights at Symrise lies with the Executive Board, which receives information from the Corporate Sustainability department about the company's human rights status, its supply chains and the human rights risks identified. Since 2022, there is a Human Rights Officer who reports directly to the Chief Sustainability Officer (CSO). In 2021, Symrise established the Responsible Sourcing Steering Committee (RSSC), which is made up of representatives from the Scent & Care and Taste, Nutrition & Health segments as well as the Corporate Sustainability department. This committee defines the strategy and actions necessary to implement Symrise's due diligence obligations.

Symrise respects international human rights principles. In accordance with its Land Policy and Human Rights Policy, Symrise makes sure to obtain the free, prior and informed consent (FPIC) of local communities or indigenous populations. In doing so, Symrise adheres to the principles of the United Nations' Nagoya Protocol, which governs the use of genetic resources. The Symrise Nagoya Committee, established in 2017, actively supports this process by systematically integrating the access and benefit-sharing principle into all functional areas. As a signatory of the Women's Empowerment Principles, the company also promotes equal opportunities for women worldwide. It has developed global guidelines for executives to ensure that the specific needs of women and girls in affected communities are taken into account.

Symrise has taken steps to minimize negative impacts on communities in the value chain and to actively help improve their quality of life. To this end, the company has set up channels that the affected communities – including indigenous people – can use to communicate their concerns, issues and needs. Symrise also has its own grievance mechanism, which forms part of the environmental and social impact assessment at the sites. In Madagascar, for example, an annual report is prepared and submitted to the Ministry of the Environment. This report also contains a copy of the grievance registers of the communities in which Symrise operates.

In 2023, pursuant to the German Supply Chain Due Diligence Act, Symrise introduced a grievance mechanism for external stakeholders and rights holders. This mechanism allows them to submit complaints anonymously through various channels. All valid cases are processed immediately to remedy violations. Further details can be found in the "Reporting channels and process" section in the chapter "Workers in the value chain."

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REPORT OF THE SUPERVISORY BOARD OF SYMRISE AG

Dear Shareholders,

After several years characterized by concurrent negative shocks, the economic environment improved slightly in the course of last year. Inflation seems to be weakening without significantly curbing the growth of the major economies and moves to relax monetary policy are now widespread. In the next two years, it is expected that the slower pace of growth in the two most important engines of the global economy – the USA and China – will be offset by stronger growth in other countries, including many emerging and developing countries.

In light of these developments, the World Bank estimated in January 2025 that global economic growth in the reporting year was on a par with the prior year at 2.7%. By contrast, the volume of world trade, which expanded by only 0.8% in 2023, grew by 2.7% in the reporting year. Crude oil prices decreased by an average of 3.1% in 2024, while the prices of other key commodities decreased by an average of 3.2%.

Economic growth in the industrialized countries is likely to remain level with the previous year at 1.7%. However, differences between the individual industrialized countries are evident. Although economic growth in the USA is expected to decline by 0.1 percentage points year on year, it should still remain robust at 2.8%. The World Bank forecasts that economic growth in the eurozone will rise by a slight 0.3 percentage points overall but remain at a weak level of 0.7%. According to estimates from the Federal Statistical Office, Germany saw a slight improvement in economic growth from –0.3% in 2023 to –0.2% in 2024. It is being dampened by stronger competition on key export markets, persistently high energy costs and interest rates and an uncertain economic outlook.

During 2024, economic output in the emerging and developing countries was estimated to have decreased by 0.1 percentage points on average to 4.1%. Brazil, Indonesia, Thailand and Poland saw an increase in economic growth. By contrast, other key markets such as China, India, Mexico, Turkey, Argentina and Egypt saw a decline in economic growth.

Symrise has a proven and stable business model with comparatively low risk content. The Group is broadly diversified across all stages of the value chain – from the procurement of raw materials on the basis of long-term agreements to on-site production in the sales markets and a global customer structure. Parts of the product portfolio serve to meet basic needs. Our company is, therefore, well-equipped to deal with the numerous risks currently affecting the environment and is in a position



MICHAEL KÖNIG, Chairman of the Supervisory Board of Symrise AG

to quickly and systematically exploit business opportunities as they arise.

In this report, I would like to inform you about the key activities of the Supervisory Board. In the 2024 fiscal year, the Supervisory Board of Symrise AG again fulfilled its responsibilities under the law and according to the articles of incorporation with great care. We regularly provided consultation to the Executive Board and monitored the management of the company. We are convinced that the company's business complied with all legal and regulatory requirements. The Supervisory Board was directly and intensely involved in all decisions of fundamental significance to the company. In the meetings of the Supervisory Board and its committees, we again discussed and reached agreements on a number of matters and business transactions subject to our approval. The Executive Board comprehensively discussed and coordinated the strategic planning and orientation of the company with us. As in the previous fiscal years, the Supervisory and Executive Board held a separate meeting in the 2024 fiscal year to examine and evaluate the company's strategy.

Based on information received from the Executive Board, we discussed and advised intensively on all business transactions of significance to the company in our full Supervisory Board meetings. In this regard, the Executive Board provided us with regular, current and comprehensive reports in written and verbal form on all aspects important to the company. This includes, above all, the development of the business and financial situation, the employment situation, ongoing and planned investments, basic corporate strategy and planning issues, as well as the risk situation, risk management and the compliance management system. The Executive Board informed us of matters that, according to legal requirements and/or the articles of incorporation, are subject to our approval at an early stage and

allowed us the time needed for making a decision. Wherever required by law or by the articles of incorporation, we submitted our vote on the reports and proposed resolutions of the Executive Board after thorough analysis and discussion. In urgent special cases, decisions were made in consultation with the Chairman of the Supervisory Board either by telephone or in writing.

The Executive Board provided us with a monthly report on all of the key financial figures. When there were any deviations in the course of business from the set plans and objectives, we received detailed explanations in written and verbal form, enabling us to discuss the reasons for the deviations and targeted correction measures with the Executive Board.

Additionally, outside the meetings of the Supervisory Board and its committees, the Chairman of the Supervisory Board and the Chairman of the Auditing Committee, in particular, were in close and continuous dialogue with the Executive Board. As in the previous year, conflicts of interest affecting members of the Executive and Supervisory Boards, which must be disclosed to the Supervisory Board without delay and reported to the Annual General Meeting along with their underlying circumstances and a report of how they will be handled, did not occur in 2024.

Full Supervisory Board meetings

Section 8 (1) of the company's articles of incorporation in conjunction with Section 96 (1) of the German Stock Corporation Act (**AktG**) and Section 7 (1) Sentence 1 Number 1 of the German Codetermination Act of May 4, 1976 (**MitbestG**), requires the Supervisory Board to consist of twelve members. Six members are elected by the Annual General Meeting and six by the company's employees in accordance with the provisions of the German Codetermination Act. The current members of the Supervisory Board of Symrise AG are:

Michael König, Chief Executive Officer of Nobian Industrial Chemicals B.V., Amersfoort, Netherlands. Mr. König has been a member of the Supervisory Board since January 2020, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2024 fiscal year. Mr. König has been Chairman of the Supervisory Board since June 2020. Mr. König is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) Celanese Corporation, Irving/Texas, USA, Member of the Board of Directors (listed company)

Ursula Buck, Managing Director at BC BuckConsult, Possenhofen. Ms. Buck has been a member of the Supervisory Board since May 2016, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2024 fiscal year. Ms. Buck is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) none

Jeannette Chiarlitti, IG BCE regional manager for the South Lower Saxony region. Ms. Chiarlitti has been a member of the Supervisory Board since May 2016, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Ms. Chiarlitti is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) amedes-group, Göttingen, Member of the Supervisory Board
- b) none

Harald Feist, Chairman of the Works Council and Chairman of the General Works Council at Symrise AG. Mr. Feist has been a member of the Supervisory Board since July 2013 and the Vice Chairman of the Supervisory Board since September 2018. He was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Mr. Feist is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) none

Bernd Hirsch, professional supervisory board member, Gütersloh. Mr. Hirsch has been a member of the Supervisory Board since May 2018, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2024 fiscal year. Mr. Hirsch is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) Verlagsgruppe Georg von Holtzbrinck GmbH + Georg von Holtzbrinck GmbH & Co. KG, Chairman of the Supervisory Board

André Kirchhoff, full-time member of the Works Council at Symrise AG. Mr. Kirchhoff has been a member of the Supervisory Board since May 2016, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Mr. Kirchhoff is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) none

Dr. Jakob Ley, Director Research Biobased Ingredients, Research & Technology, Food & Beverage, Taste, Nutrition & Health at Symrise AG. Dr. Ley has been a member of the Supervisory Board since May 2021, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Dr. Ley is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) none

Malte Lückert, IG BCE Secretary of the Chairman of the Executive Board. Mr. Lückert has been a member of the Supervisory Board since June 2023, and was appointed to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year in accordance with Section 104 of the German Stock Corporation Act. Mr. Lückert is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) Rain Carbon Germany GmbH, Castrop-Rauxel, Member of the Supervisory Board
LEAG, Lausitz Energie Bergbau AG, Cottbus, Member of the Supervisory Board
- b) none

Prof. Dr. Andrea Pfeifer, Chief Executive Officer at AC Immune S.A., Lausanne, Switzerland. Prof. Dr. Pfeifer has been a member of the Supervisory Board since May 2011, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2024 fiscal year. Prof. Dr. Pfeifer is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) Bio MedInvest AG, Basel, Switzerland, Chairwoman of the Board of Directors
AB2 Bio SA, Lausanne, Switzerland, Chairwoman of the Board of Directors
E.M.S. Electro Medicals System S.A., Member of the Supervisory Board

Andrea Püttcher, Vice Chairwoman of the Works Council and Vice Chairwoman of the General Works Council at Symrise AG. Ms. Püttcher has been a member of the Supervisory Board since September 2018, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Ms. Püttcher is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) none

Peter Vanacker, Chief Executive Officer of LyondellBasell Industries N.V., Houston, TX, USA. Mr. Vanacker has been a member of the Supervisory Board since June 2020, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2024 fiscal year. Mr. Vanacker is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) LyondellBasell Industries N.V., Houston/USA and London/UK, Member of the Supervisory Board

Jan Zijderveld, professional supervisory board member. Mr. Zijderveld has been a member of the Supervisory Board since May 2023, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2024 fiscal year. Mr. Zijderveld is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:

- a) none
- b) Ahold Delhaize N.V., Netherlands, Member of the Supervisory Board
Pandora, Denmark, Member of the Board of Directors (non-executive)

In the 2024 reporting year, the members of the Supervisory Board took part in training measures on topics including digitalization and risk management, artificial intelligence and compliance and integrity in the use of artificial intelligence, changes to accounting for the 2024 fiscal year, integrated and decision-focused risk management, current developments in supervisory board law and sustainable HR management.

Topics of the Supervisory Board meetings

In the 2024 fiscal year, key focus areas of our work, which were discussed on a regular basis by the Supervisory Board, again included the impacts of geopolitical upheaval such as the war in Ukraine and the conflict between Israel and Hamas, as well as their effects on the price of energy and agricultural products. Overall, global supply chains were much more robust than in the previous year 2023. The monetary policy measures imposed by leading central banks to curb inflation, and the impact of these on our business, were also an ongoing topic for the Supervisory Board. The same applies to the effects of the U.S. presidential elections, particularly on the free movement of goods between Europe and the USA and on planned and existing investments in the USA.

In light of these matters, we discussed with the Executive Board in detail the measures it had enacted, as well as those planned for the future. Regular deliberations within the Supervisory Board also covered the development of sales, earnings and employment at Symrise and its two segments in the individual regions given the economic conditions present there. The Supervisory Board also discussed the company's financial and liquidity situation, as well as important investment projects and their development as measured against the planned objectives. In the 2024 fiscal year, the Supervisory Board held five ordinary meetings, two of which focused on specific topics. If necessary, any meeting of the full Supervisory Board may be held even if no member of the Executive Board is present. The same is true for those specific topics about which the auditor reports to the Supervisory Board and is available to answer questions. The first meeting on a specific topic centered around the company's strategy, its monitoring in view of the changing economic environment and the state of its implementation, while the second meeting focused on the annual planning for 2025.

In our ordinary **meeting on February 29, 2024**, we terminated Dr. Heinz-Jürgen Bertram's contract and his appointment as a member of the Executive Board and CEO by mutual agreement with effect from the end of March 31, 2024. Based on the extensive preliminary work of our Personnel Committee, we then appointed Dr. Jean-Yves Parisot as CEO, likewise with effect from the end of March 31, 2024. At the same time, we extended Dr. Jean-Yves Parisot's appointment for a further four years. Dr. Jean-Yves Parisot was appointed as acting President of the

Taste, Nutrition & Health segment. At this meeting, we also discussed a change in the distribution of responsibilities and delegated responsibility for Sustainability, Symotion and Tesium to Dr. Coßmann.

At this meeting, we also addressed the audit of the 2023 annual financial statements and consolidated financial statements intensively. The auditor was present at this meeting. In addition to our own analysis and discussion, we received the detailed report from our auditors and discussed the respective financial statements in detail with them. As a result, we approved the 2023 annual financial statements and the 2023 consolidated financial statements.

At this meeting, we also discussed in detail the audit conducted by DQS CFS GmbH on behalf of the Supervisory Board of the separate Non-financial Group Report in accordance with Section 289b of the German Commercial Code (HGB) and its results. Based on the audit, DQS CFS GmbH found that the separate Non-financial Group Report of Symrise AG fulfills the legal requirements in accordance with Section 289b of the German Commercial Code (HGB), and also meets the requirements of the "Comprehensive" GRI standard. The audit also revealed that the quantitative disclosures with regard to the aspects specified by the CSR Directive Implementation Act are correct overall and do not contradict other information and evidence provided by the company. The data and disclosures in the report are reliable. They provide a fair and correct picture of the relevance of all activities.

Together with the Executive Board, we also decided on the proposal to be submitted to the Annual General Meeting on the appropriation of accumulated profit, discussed and decided on the proposal to be submitted to the Annual General Meeting on the proposal of the Auditing Committee regarding the election of the auditor for the 2024 fiscal year, and discussed possible agenda items for the 2024 Annual General Meeting. At this meeting, we also discussed and approved the remuneration report prepared by the Executive Board and Supervisory Board in accordance with Section 162 of the German Stock Corporation Act (AktG) and submitted it for approval by the 2024 Annual General Meeting.

At our **meeting on May 14, 2024**, the Executive Board's report on the company's performance during the first three months of the 2024 fiscal year and its outlook for the rest of the year represented the main focus of our meeting. We also received the report from the Audit Committee and discussed developments in various crisis-hit regions of the world and the possible impact on our business in detail with the Executive Board. This included a discussion of possible responses to substantial changes in the general conditions facing our business. In particular, we

intensively addressed the issue of hyperinflation, the increasing number of affected countries, and how to deal with the resulting effects. The Executive Board also informed us of the status of various acquisition projects and gave us an update on the upcoming Annual General Meeting.

Our **meeting on July 29, 2024** focused on a detailed discussion of the course of business over the first six months of the 2024 fiscal year. One focus at it was a discussion of various external factors, such as interest rates, energy costs, raw material costs, exchange rates and their influence on Symrise's business development and, in particular, the profitability of the business. As part of this meeting, the Auditing Committee provided a report on its work, focusing on the review of the interim financial statements for the first half of 2024 by our auditor. The Executive Board informed us of the status of various acquisition projects.

At the **strategy meeting on September 12, 2024**, we terminated Dr. Jörn Andreas' employment contract and thus his appointment as a member of the Executive Board by mutual agreement with effect from the end of September 30, 2024 and appointed Dr. Parisot as acting President of the Scent & Care segment. Based on the extensive preliminary work of our Personnel Committee, we then appointed Mr. Walter Ribeiro as a member of the Executive Board with effect from September 15, 2024. Walter Ribeiro was appointed to take over as President of the Taste, Nutrition & Health segment from Dr. Parisot, who had been its acting President up to then. In addition, the Executive Board and the Supervisory Board intensively discussed the refinement of our corporate strategy and adapting it to a changing competitive environment. A particular focus was on the details of the strategic business plans for the two segments, their underlying assumptions regarding future consumer expectations, and how these can be translated into concrete product innovations and individual measures. This will also involve substantial investments, including in information technology. We also discussed Symrise's sustainability targets and the status of their implementation intensively with the Executive Board. This included, in particular, a discussion and decision on the double materiality audit agreed with PwC. We discussed the details of the approach to reducing greenhouse gas emissions with the Executive Board. This also included a discussion of the investments necessary to achieve the Scope 1 and 2 climate targets. We supported the Executive Board's deliberations on this issue. Finally, we decided to subject the 2024 remuneration report to only a formal audit by PwC. The complexity of the sustainability parameters relevant to this demands a consistent approach. In view of the uncertainties regarding enactment of a law to implement Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting ("CSRD Implementation Act") in the 2024 fiscal year, the additional

expense required for this was not advisable, also in the opinion of the Supervisory Board, for the 2024 fiscal year.

The **meeting on December 4, 2024** was again devoted to the corporate planning for the upcoming 2025 fiscal year. The Supervisory Board approved the corporate planning for the 2025 fiscal year in this meeting. The Supervisory Board was updated by the Executive Board regarding the 2024 annual financial statements, and received and discussed the report of the Auditing Committee and the risk report. After the collapse of Germany's coalition government, it was no longer expected that the CSRD Implementation Act would come into force. We therefore intensively discussed with the Executive Board the question of the scope of the sustainability reporting and the standard of auditing to be applied to it. Although the existing regulations continue to apply in general and Non-financial Group Report and only a voluntary audit of the formal content by a freely selectable institution are envisaged, we decided together with the Executive Board that, in view of the future sustainability reporting and the work that has already been done, sustainability reporting should be done in reference to ESRS of the CSRD. We made this decision in agreement with our auditor, PwC. This sustainability reporting was audited by PwC as a non-auditing service and awarded a "limited assurance" opinion in March 2025. We also discussed the development of young talent with the Executive Board. The Executive Board and Supervisory Board also jointly issued a Declaration of Compliance in accordance with Section 161 of the German Stock Corporation Act (AktG). The Supervisory Board also renewed and confirmed its targets regarding its composition and its competence profile in this context.

Supervisory Board committees

The Supervisory Board has formed a total of four committees to fulfill its responsibilities efficiently. These committees draft the Supervisory Board's resolutions and prepare the agenda items to be addressed in the full meetings.

To the extent that it was legally admissible, the Supervisory Board delegated decision-making to its committees in individual cases. The Supervisory Board has established an Auditing Committee, an Arbitration Committee pursuant to Section 27 (3) of the Codetermination Act (Mitbestimmungsgesetz), a Personnel Committee and a Nominations Committee as permanent committees. The Chairperson of the Supervisory Board chairs all of the committees with the exception of the Auditing Committee. In the Supervisory Board meetings, the Chairpersons of the committees report regularly and extensively on the content and results of the committee meetings. As a result, the Supervisory Board always has a comprehensive basis of information for its consultations.

The **Auditing Committee** met five times during the 2024 fiscal year and mainly focused on matters relating to the annual financial statements and consolidated financial statements, which includes monitoring the accounting process, the effectiveness of the internal controlling system, the risk management system, the internal auditing system, the audit of annual accounts and the compliance management system. The Auditing Committee also regularly dealt in detail with issues relating to Group financing, liquidity planning and securing liquidity. It also monitored the independence and qualifications of the auditor as well as additional services provided by the auditor. Furthermore, the Auditing Committee discussed the interim reports in detail and approved them before they were published. The Auditing Committee also prepared the Supervisory Board's decision on the approval of the annual financial statements and its approval of the consolidated financial statements. To this end, it was responsible for pre-auditing the annual financial statements, the consolidated financial statements, the management reports and the proposal regarding appropriation of earnings. Receipt of the report from Internal Auditing, the Group Compliance office and the risk report were also regular agenda items at Auditing Committee meetings. The Auditing Committee prepared the Supervisory Board's proposal to the Annual General Meeting to appoint an auditor for the financial statements and an auditor for any sustainability reporting for the new fiscal year. Furthermore, the Auditing Committee obtained the relevant statements of independence from the auditor, issued the audit engagement and agreed with the auditor on key audit matters on which the auditor must expressly state an opinion. In addition, the Auditing Committee determined further individual focal points of the audit for the following fiscal year. The basis for this was a risk-oriented audit approach. Furthermore, the Auditing Committee was responsible for preparing the decision of the Supervisory Board regarding auditing fees. If necessary, any meeting of the Auditing Committee could be held even if no member of the Executive Board was present. The same was true for those specific topics about which the auditor reports to the Auditing Committee and was available to answer questions. The Auditing Committee currently has six members. Three members are commissioned by the shareholder representatives of the Supervisory Board and three members are commissioned by the employee representatives of the Supervisory Board. The Chairperson of the Auditing Committee must be independent and should not be the Chairperson of the Supervisory Board. One member – Mr. Hirsch – has particular expertise in the field of auditing. Another member – Mr. König – has particular expertise in the field of accounting. Both Mr. Hirsch and Mr. König are independent from the company, its shareholders and its Boards and Committees. The current members of the Auditing Committee are:

- **Bernd Hirsch** has been a member and Chairman of the Auditing Committee since May 2018.
- **Ursula Buck** has been a member of the Auditing Committee since May 2016.
- **Malte Lückert** has been a member of the Auditing Committee since September 2023.
- **Harald Feist** has been a member of the Auditing Committee since May 2016.
- **Michael König** has been a member of the Auditing Committee since June 2020.
- **Andrea Püttcher** has been a member of the Auditing Committee since August 2021.

The **Personnel Committee** met three times during the 2024 fiscal year and is responsible for matters pertaining to the Executive Board. In particular, these matters include making resolution recommendations at full Supervisory Board meetings regarding the appointment of Executive Board members and components of Executive Board members' employment contracts. This also includes succession planning at the Executive Board level in accordance with Recommendation B 2 of the German Corporate Governance Code 2022. Its activity this year was devoted to finding successors for and the new composition of the Executive Board of Symrise AG, as part of which external and internal candidates were evaluated and assessed. As a result, one internal candidate was appointed as a member of the Executive Board – a clear sign that the company has a strong internal talent pool. Diversity criteria, age and the terms of the board members' contracts will continue to play a vital role in the further succession planning for the Executive Board. As part of that, the Personnel Committee also takes into account the requirements of the Act to Supplement and Amend the Regulations for the Equal Participation of Women in Executive Positions in the Public and Private Sector ("FüPoG II"), which came into force on August 12, 2021. For this reason, when appointing new members to the Executive Board in the future, we will not only strive for diversity criteria, but also for appropriate consideration of women. The Personnel Committee deals with the development of the Executive Board remuneration system – specifying the amount of remuneration and the related target agreements and making corresponding recommendations at the full Supervisory Board meetings. The Personnel Committee currently has six members, of whom three members are chosen by the shareholder representatives and three are chosen by the employee representatives on the Supervisory Board. The current members of the Personnel Committee are:

- **Michael König** has been a member and Chairman of the Personnel Committee since June 2020.
- **Jeanette Chiarlitti** has been a member of the Personnel Committee since September 2023.
- **Harald Feist** has been a member of the Personnel Committee since August 2014.
- **Dr. Jakob Ley** has been a member of the Personnel Committee since August 2021.
- **Prof. Dr. Andrea Pfeifer** has been a member of the Personnel Committee since September 2012.
- **Jan Zijderveld** has been a member of the Personnel Committee since September 2023.

Shareholders and employees are equally represented on the **Arbitration Committee** pursuant to Section 27 (3) of the Co-determination Act (MitbestG). In the event that the appointment of a member of the Executive Board is not approved by the two-thirds majority required by law, the Arbitration Committee is responsible for submitting an alternative proposal to the Supervisory Board. The Arbitration Committee has four members. It was not necessary to convene the Arbitration Committee during the 2024 fiscal year. The current members are:

- **Michael König** has been a member and Chairman of the Arbitration Committee since June 2020.
- **Ursula Buck** has been a member of the Arbitration Committee since May 2016.
- **Harald Feist** has been a member of the Arbitration Committee since September 2018.
- **André Kirchhoff** has been a member of the Arbitration Committee since August 2021.

The **Nominations Committee** consists exclusively of shareholder representatives from the Supervisory Board in accordance with Recommendation D 4 of the German Corporate Governance Code 2022. Its task is to recommend shareholder representatives to the Annual General Meeting who would be suitable Supervisory Board members for upcoming Supervisory Board elections. The Nominations Committee consists of three members. It was not necessary to convene the Nominations Committee during the 2024 fiscal year. The current members are:

- **Michael König** has been a member and Chairman of the Nominations Committee since June 2020.
- **Prof. Dr. Andrea Pfeifer** has been a member of the Nominations Committee since May 2011.
- **Jan Zijderveld** has been a member of the Personnel Committee since September 2023.

The members of the Supervisory Board and its Committees, the respective meeting dates of the Supervisory Board and its Committees, the format of the meeting and the individualized attendance of all members of the Supervisory Board and its Committees at the respective meetings of the Supervisory Board and its Committees are also shown in the following list:

Meetings of the Supervisory Board

Name	February 29, 2024	May 14, 2024	July 29, 2024	September 12, 2024	December 4, 2024
Michael König (from January 15, 2020)	x	x	Teams	x	x
Ursula Buck (from May 11, 2016)	x	x	Teams	x	x
Harald Feist (from July 1, 2013)	x	x	Teams	x	x
Jeannette Chiarlitti (from May 11, 2016)	x	–	Teams	–	–
Bernd Hirsch (from May 16, 2018)	x	x	Teams	x	x
André Kirchhoff (from May 11, 2016)	x	x	Teams	x	x
Dr. Jakob Ley (from May 5, 2021)	x	x	Teams	x	x
Malte Lückert (from June 13, 2023)	x	x	Teams	x	Teams
Prof. Dr. Andrea Pfeifer (from May 18, 2011)	x	x	Teams	x	Teams
Andrea Püttcher (from September 1, 2018)	x	x	Teams	x	x
Peter Vanacker (from June 17, 2020)	x	x	Teams	x	x
Jan Zijderveld (from May 10, 2023)	x	x	Teams	x	x

Meetings of the Arbitration Committee

Name					
Michael König (Chairman) (from June 17, 2020)					
Ursula Buck (from May 11, 2016)					
Harald Feist (from September 20, 2018)					
André Kirchhoff (from August 3, 2021)					

Meetings of the Personnel Committee

Name	February 29, 2024	August 23, 2024	December 4, 2024
Michael König (Chairman) (from June 17, 2020)	x	Teams	x
Harald Feist (from August 6, 2014)	x	Teams	x
Dr. Jakob Ley (from August 3, 2021)	x	Teams	x
Prof. Dr. Andrea Pfeifer (from September 20, 2012)	x	Teams	Teams
Jeannette Chiarlitti (from September 14, 2023)	x	Teams	–
Jan Zijderveld (from September 14, 2023)	x	Teams	x

Meetings of the Auditing Committee

Name	February 8, 2024	February 28, 2024	April 23, 2024	July 29, 2024	October 22, 2024
Bernd Hirsch (Chairman) (from May 16, 2018)	Teams	x	Teams	Teams	Teams
Ursula Buck (from May 11, 2016)	Teams	x	Teams	Teams	Teams
Harald Feist (from May 11, 2016)	x	x	x	x	x
Michael König (from June 17, 2020)	Teams	x	Teams	Teams	Teams
Malte Lückert (from September 14, 2023)	Teams	x	x	x	x
Andrea Püttcher (from August 3, 2021)	x	x	Teams	Teams	Teams

Meetings of the Nominations Committee

Name					
Michael König (Chairman) (from June 17, 2020)					
Prof. Dr. Andrea Pfeifer (from May 18, 2011)					
Jan Zijderveld (from September 14, 2023)					

ANNUAL AND CONSOLIDATED FINANCIAL STATEMENTS 2024

The auditor PricewaterhouseCoopers GmbH, Wirtschaftsprüfungsgesellschaft, Hanover (“PwC”) audited the annual financial statements for the fiscal year from January 1, 2024 to December 31, 2024, which were prepared by the Executive Board in accordance with the German Commercial Code (HGB), as well as the management report of Symrise AG. The Auditing Committee engaged the auditor to perform the audit in accordance with the May 15, 2024 resolution of the Annual General Meeting. It was agreed that the auditor would inform the Auditing Committee without delay of all findings and incidents of significance to the duties of the Auditing Committee identified during the audit, as well as any circumstances identified during the audit which would result in the declaration issued by the Executive Board and Supervisory Board in accordance with the German Corporate Governance Code being inaccurate. The auditor issued an unqualified audit opinion. The Symrise AG consolidated financial statements were prepared in accordance with Section 315a HGB on the basis of the International Financial Reporting Standards (IFRS), as applicable in the European Union. The auditor PwC also certified the consolidated financial statements and the Group management report without qualification.

The auditor’s report on these financial statements, as well as additional auditing reports (in particular on the sustainability reporting) and documentation, were delivered to all members of the Supervisory Board in a timely manner. They were presented in detail and discussed thoroughly in the meeting of the Auditing Committee of March 25, 2025 and in the full meeting of the Supervisory Board of March 26, 2025. The auditors participated in the deliberations on the annual and consolidated financial statements in both bodies. Here, they reported on the key audit results and were available to the Auditing Committee and the Supervisory Board to answer any questions and provide additional information. Following our own review of the annual financial statements, the consolidated financial statements, the management report and the Group management report, we accepted the findings of the auditor. In our meeting of March 26, 2025, we approved the annual financial statements and the consolidated financial statements upon the recommendation of the Auditing Committee. The annual financial statements are thereby approved. After careful examination, we endorsed the Executive Board’s proposal for the appropriation of accumulated profit. The Supervisory Board considers the proposal regarding the use of profits to be appropriate.

A law to implement Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting (“CSRD Implementation Act”) was not

enacted in German law in the 2024 fiscal year. We therefore intensively discussed with the Executive Board the question of the scope of the sustainability reporting and the standard of auditing to be applied to it. Although the existing regulations continue to apply in general and Non-financial Group Report and only a voluntary audit of the formal content by a freely selectable institution are envisaged, we decided together with the Executive Board that, in view of the future sustainability reporting and the work that had already been done, sustainability reporting should be done in reference to ESRS of the CSRD. We made this decision in agreement with our auditor, PwC. This sustainability reporting was audited by PwC as a non-auditing service and awarded a “limited assurance” opinion. It is available as a non-financial statement in the Group management report on the Symrise website.

CORPORATE GOVERNANCE

In accordance with Principle 23 of the currently applicable version of the German Corporate Governance Code from April 28, 2022 (“DCGK 2022”) published in the official section of the Federal Gazette by the German Federal Ministry of Justice and Consumer Protection on June 27, 2022, the Supervisory Board and Executive Board report annually on the corporate governance of the respective company in the Corporate Governance Statement pursuant to Sections 289f and 315d of the German Commercial Code (HGB).

The Corporate Governance Statement includes the Declaration of Compliance pursuant to Section 161 of the German Stock Corporation Act (AktG), relevant disclosures on corporate governance practices, a description of the working methods of the Executive Board and the Supervisory Board, as well as the composition and working methods of their Committees, the target figures for the proportion of women in the Executive Board and for the two management levels below the Executive Board, together with deadlines for implementation, the status of implementation and a description of the diversity concept with regard to the composition of the Executive Board and Supervisory Board.

Section 162 of the German Stock Corporation Act, newly introduced with the Act Implementing the Second Shareholders’ Rights Directive (ARUG II), requires a separate remuneration report under stock corporation law for the fiscal years beginning after December 31, 2020. This replaced the previous remuneration report prepared in accordance with Sections 289a (2) Sentence 1, 315a (2) Sentence 1 of the German Commercial Code (HGB). The remuneration report under stock corporation law pursuant to Section 162 German Stock Corporation Act (AktG) is a separate report from the financial statements under commercial law. It is therefore neither part of the Corporate Governance Statement nor part of the management report. It is

submitted to the Annual General Meeting for approval each year. The Corporate Governance Statement pursuant to Sections 289f and 315d of the German Commercial Code has been made publicly available on the Symrise website. It can be found at:

<https://www.symrise.com/corporate-governance-statement>

In 2024, we observed the refinement of corporate governance standards in Germany and abroad and will continue to do so in the future. The Chairperson of the Supervisory Board engages in regular dialogue with major shareholders and proxies as part of its commitment to corporate governance. The main topics covered in fiscal year 2024 were the changes in the composition of the Executive Board, risk management in the context of the many geopolitical challenges and the diverse ESG topics pertaining to Symrise. The Supervisory Board's increasingly extensive duties, the resulting consequences for the competence profile and the related composition of the Supervisory Board were also discussed. On December 4, 2024, the Executive Board and the Supervisory Board submitted an updated Declaration of Compliance according to Section 161 of the German Stock Corporation Act (AktG) and made this permanently available to the shareholders on the company's website. It is also included in the Corporate Governance Statement. Symrise AG has complied with all recommendations of the German Corporate Governance Code 2022 since June 27, 2022, and intends to do so in the future.

Additional details and background information related to corporate governance at Symrise are provided in our FactBook, which is available to download from our website.

Changes in the Executive Board and Supervisory Board

Changes to the Executive Board in fiscal year 2024:

Dr. Heinz-Jürgen Bertram's appointment as a member of the Executive Board and CEO was terminated by mutual agreement with effect from the end of March 31, 2024.

Dr. Jean-Yves Parisot was appointed as CEO, likewise with effect from the end of March 31, 2024. At the same time, his appointment as a member of the Executive Board was extended up to the end of September 30, 2028.

With effect from September 15, 2024, Walter Ribeiro was appointed as a member of the Executive Board for three years, i.e., up to the end of September 14, 2027.

Dr. Jörn Andreas' appointment as a member of the Executive Board was terminated by mutual agreement with effect from the end of September 30, 2024.

Changes to the Supervisory Board in fiscal year 2024:

There were no changes in the Supervisory Board in fiscal year 2024.

On behalf of the Supervisory Board, I would like to thank the members of the Executive Board, as well as the employees and employee representatives of Symrise AG and all Group companies, for their hard work and dedication over the last fiscal year.

On behalf of the Supervisory Board

Holzminden, Germany, March 26, 2025



Michael König

Chairman of the Supervisory Board of Symrise AG

BODIES AND MANDATES – EXECUTIVE BOARD AND SUPERVISORY BOARD

All information as at December 31, 2024.

EXECUTIVE BOARD:

DR. JEAN-YVES PARISOT

Chief Executive Officer and President Scent & Care

Membership in legally mandated domestic supervisory boards: None

Membership in comparable supervisory bodies (domestic and international):

- Probi AB, Lund, Sweden, Chairman of the Board of Directors
- VetAgroSup, Lyon, France, Chairman of the Board of Directors
- Swedencare AB, Malmö, Sweden, member of the Board of Directors

DR. STEPHANIE COßMANN

President of Human Resources & Legal and Labor Director

Membership in legally mandated domestic supervisory boards: None

Membership in comparable supervisory bodies (domestic and international): None

OLAF KLINGER

Chief Financial Officer & IT

Membership in legally mandated domestic supervisory boards: None

Membership in comparable supervisory bodies (domestic and international): None

WALTER RIBEIRO

President Taste, Nutrition & Health

Membership in legally mandated domestic supervisory boards: None

Membership in comparable supervisory bodies (domestic and international): None

SUPERVISORY BOARD:

MICHAEL KÖNIG

Chief Executive Officer of Nobian Industrial Chemicals B.V., Amersfoort, Netherlands

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, Chairman of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):*
- Celanese Corporation, Irving/Texas, USA, member of the Board of Directors

URSULA BUCK

Managing Director at BC BuckConsult

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):* None

JEANNETTE CHIARLITTI

Regional Head, IG BCE District South Lower Saxony

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- amedes-group GmbH, Göttingen, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

HARALD FEIST

Chairman of the Works Council and Chairman of the General Works Council at Symrise AG

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, Vice Chairman of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

BERND HIRSCH

Professional supervisory board member

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):*
- Verlagsgruppe Georg von Holtzbrinck GmbH + Georg von Holtzbrinck GmbH & Co. KG, Chairman of the Supervisory Board

ANDRÉ KIRCHHOFF

Independent member of the Works Council at Symrise AG

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):* None

DR. JAKOB LEY

Director Research Biobased Ingredients, Research & Technology, Food & Beverage, Taste, Nutrition & Health at Symrise AG

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):* None

MALTE LÜCKERT

IGBCE Secretary of the Chairman of the Executive Board

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Rain Carbon Germany GmbH, Castrop-Rauxel, member of the Supervisory Board
- LEAG, Lausitz Energie Bergbau AG, Cottbus, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

PROF. DR. ANDREA PFEIFER

Chief Executive Officer at AC Immune S.A., Lausanne, Switzerland

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):*

- Bio MedInvest AG, Basel, Switzerland, Chairwoman of the Board of Directors
- AB2 Bio SA, Lausanne, Switzerland, Chairwoman of the Board of Directors
- E.M.S. Electro Medicals System S.A., member of the Supervisory Board

ANDREA PÜTTCHER

Vice Chairwoman of the Works Council and Vice Chairwoman of the General Works Council of Symrise AG

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):* None

PETER VANACKER

Chief Executive Officer of LyondellBasell Industries N.V., Houston/USA and London/UK

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):*
- LyondellBasell Industries N.V., Houston/USA and London/UK, member of the Supervisory Board

JAN ZIJDERVELD

Professional supervisory board member

Membership in legally mandated domestic supervisory boards:

- Symrise AG, Holzminden, member of the Supervisory Board
- Membership in comparable supervisory bodies (domestic and international):*
- Ahold Delhaize N.V., Netherlands, member of the Supervisory Board
 - Pandora, Denmark, member of the Board of Directors

CORPORATE POLICY

The scope of consolidation for governance information is generally the same as that for the consolidated financial statements and the Group management report and therefore includes all fully consolidated companies.

Corporate governance

The role of the administrative, management and supervisory bodies

Symrise is a German stock corporation with a dual management structure consisting of an Executive Board and a Supervisory Board.

As of the reporting date (December 31, 2024) the Executive Board had four members: Dr. Jean-Yves Parisot (CEO and acting President Scent & Care), Dr. Stephanie Coßmann (President Human Resources, Legal and Sustainability), Olaf Klinger (CFO and President IT, Corporate Audit and Investor Relations) and Walter Ribeiro (President Taste, Nutrition & Health). All members of the Executive Board are appointed by the Supervisory Board.

When appointing Executive Board members, the Supervisory Board takes professional knowledge and personal aptitude into consideration. All members of the Executive Board have gained extensive professional experience abroad. In addition to professional knowledge and management and leadership experience required for the task, the members of the Executive Board need to cover a broad range of expertise as well as education and professional backgrounds. Currently, all members of the Executive Board meet these criteria. These targets are included in the decision when selecting candidates for positions to be filled on the Executive Board. With this concept for the Executive Board's composition, the Supervisory Board aims to incorporate as many different perspectives in the management of the company as possible and ensure the highest possible individual suitability of the individual members through a balanced and diverse composition.

In addition, it also takes account of aspects such as age, gender, education and professional background. With a view to other aspects of the composition of the Executive Board, the Supervisory Board strives for diversity. Without basing selection decisions on this in individual cases, the Supervisory Board aims to have different age groups appropriately represented in the Executive Board, taking account of the experience necessary for Executive Board membership. The company's international work should be appropriately reflected in the composition of the Executive Board. The aim is therefore for the Executive Board to include members of different nationalities or with an international background (e.g., extensive professional experience abroad or management of foreign business operations). As of

the reporting date, two incumbent members of the Executive Board are citizens of a country other than Germany.

On August 12, 2021, the Act to Supplement and Amend the Regulations for the Equal Participation of Women in Executive Positions in the Public and Private Sector (FüPoG II) went into force. Under this act, the executive board of a listed company to which, among other things, the German Codetermination Act (MitbestG) applies and which consists of three or more people, must be composed of at least one man and at least one woman. A transitional period until August 1, 2022 applied to the implementation of this legal requirement. Executive board mandates already in existence at this time can be continued until their scheduled end. As a result of this legal requirement, the Supervisory Board is no longer obliged to set further targets and implementation deadlines for the Executive Board's composition.

Symrise AG was already pursuing the aim of having at least one woman on the Executive Board in the long term, before FüPoG II came into force. Against this background, the Supervisory Board had already decided on a target of at least one woman for the proportion of women on the Executive Board. This target has been met since February 1, 2023.

Pursuant to Section 8 (1) of the company's articles of incorporation in conjunction with Section 96 (1) of the German Stock Corporation Act and Section 7 (1) sentence 1 number 1 of the German Codetermination Act 1976 ("MitbestG"), the Supervisory Board consists of twelve members. Six members are elected by the Annual General Meeting and six by the company's employees in accordance with the provisions of the German Codetermination Act. In compliance with the German Codetermination Act, the Symrise AG Supervisory Board has an equal number of shareholder and employee representatives, i.e. six representatives from each group.

At present, the following shareholder representatives have been elected to the Supervisory Board for the period until the end of the Annual General Meeting that rules on the approval of actions for fiscal year 2024: Ms. Ursula Buck, Managing Director of BC BuckConsult, Posenhofen; Mr. Bernd Hirsch, professional Supervisory Board member, Gütersloh; Mr. Michael König, Chief Executive Officer of Nobian Industrial Chemicals B.V., Iserlohn, Professor Andrea Pfeifer, CEO of AC Immune S. A., St. Léger, Switzerland, Mr. Peter Vanacker, CEO of LyondellBasell Industries N.V., Houston/Texas, USA and Mr. Jan Zijderveld, professional Supervisory Board member, London, England.

The following five employee representatives have been elected to the Supervisory Board from among the German staff in compliance with the legally prescribed election process for the period until the end of the Annual General Meeting that rules on the approval of actions for the 2025 fiscal year: Ms. Jeannette Chiarlitti, IG BCE District Manager for the Southern Lower Saxony District, Salzgitter; Mr. Harald Feist, Chairman of the Works Council and the General Works Council of Symrise AG, Holzminden; Mr. André Kirchhoff, full-time member of the Works Council of Symrise AG, Bevern; Dr. Jakob Ley, Director Research Biobased Ingredients, Research & Technology, Food & Beverage, Taste, Nutrition & Health at Symrise AG, Holzminden; and Ms. Andrea Püttcher, Vice Chairwoman of the Works Council and Vice Chairwoman of the General Works Council of Symrise AG, Holzminden. With the decision of the Local Court of Hildesheim of June 13, 2023, Mr. Malte Lückert, IG BCE Executive Board Secretary for the Division Economic, Sector and Collective-Bargaining Policy/Human Resources, Rodenberg, was appointed a member of the Supervisory Board in accordance with Section 104 of the German Stock Corporation Act.

Further information on cooperation between the Executive and Supervisory Boards as well as on corporate governance at Symrise can be found in the Report of the Supervisory Board and the Corporate Governance Statement. <https://www.symrise.com/corporate-governance-statement>

When nominating candidates for election to the Supervisory Board, particular attention is paid to the knowledge, skills and professional experience required for the duties to be performed, as well as to the principle of diversity among the Supervisory Board's members. This ensures that the members of the Supervisory Board as a whole have the knowledge, skills and professional experience required to perform their duties properly. In accordance with Recommendation C 1 of the German Corporate Governance Code 2022, the Supervisory Board has prepared a

competence profile for the entire Board. This profile was used for the Board's current composition and will be applied in future election proposals to the Annual General Meeting to ensure the competence profile of the entire Board. This competence profile for members of the Supervisory Board of Symrise consists of different parameters. Each of these parameters on its own is significant in the competence profile of the entire Board. However, it is only by interlocking and complementing all parameters that the competence profile of the entire Board, which is necessary to support the business success of Symrise, can be guaranteed. Skills are required in the areas of accounting, auditing, risk management, information technology, issues regarding the remuneration of the Executive Board and compliance. Furthermore, expertise in the fragrance and flavor industry is required. This comprises the production of flavors, food ingredients, fragrances and cosmetic ingredients. The required competencies also include experience in the chemical, consumer goods and food industries. Here, the focus is on knowledge of the respective markets, products, and customer and supplier relationships. Expertise in production, research and development as well as with regard to sustainability issues that are important for the company (ESG – Environmental, Social, Governance) are of great importance.

Other important parameters of the competence profile of the Symrise Supervisory Board are sufficient availability of time, a lack of conflicts of interest, the ability to work in a team, and management and development experience with regard to large organizations. This competence profile of the Symrise Supervisory Board is currently being fulfilled by the entire Board.

The competence profile of the Supervisory Board described above, the individual fields of expertise of each member of the Supervisory Board and the status of implementation are shown in detail in the following qualification matrix:



Supervisory Board qualification matrix

Shareholder representatives

Role					Competences											Diversity			
	Independence	Initial appointment	End of term (AGM)	Overboarding ¹	Industry	Functional							ESG			Year of birth	Nationality	Gender ²	
					Experience in Taste, Nutrition & Health, Scent & Care	Human Resources	General management	Production & raw materials	Financial expert	Quality / regulatory / risk management	International experience	Innovation / R&D management	Executive position	IT & IT security expertise	Environmental				Social / safety at work / health protection
Ursula Buck	Yes	2016	2025	No	√		√			√	√	√	√	√		√	1961	German	F
Jan Zijderveld	Yes	2023	2025	No	√		√			√		√				√	1964	Dutch	M
Bernd Hirsch	Yes	2018	2025	No	√		√		√	√		√	√				1970	German	M
Michael König (Chairman)	Yes	2020	2025	No			√		√	√		√				√	1963	German	M
Prof. Dr. Andrea Pfeifer	Yes	2011	2025	No		√	√		√	√	√	√					1957	Swiss + German	F
Peter Vanacker	Yes	2020	2025	No			√	√		√		√	√			√	1966	Belgian + German	M

Matrix in accordance with section C.1 of the German Corporate Governance Code 2022.

¹ In accordance with section C.4 & C.5 of the German Corporate Governance Code 2022.

² F = Female, M = Male

In addition to the competence profile outlined, the Supervisory Board must also consider diversity. Taking account of the specific company situation, diversity is defined by factors including internationality, age, gender and educational and professional background. The Supervisory Board of a listed company to which, among other things, the Codetermination Act (MitbestG) applies must be composed of at least 30% women and at least 30% men. The Supervisory Board of Symrise AG complies with this legal requirement. The current Supervisory Board at Symrise AG includes four women: Ms. Buck, Ms. Chiarlitti, Prof. Pfeifer and Ms. Püttcher. As a result of this legal requirement, the Supervisory Board is no longer obligated to set further targets and implementation deadlines for its composition.

Furthermore, the Supervisory Board strives to ensure that the share of Supervisory Board members that fulfill the internationality criterion does not fall below one-third. For Symrise AG, this means that nationality is not the only focus. Rather, the decisive factor is for at least one third of Supervisory Board

members to have substantial experience in globally active groups in Germany and abroad. This target is also currently being met.

In terms of shareholder representatives, the Supervisory Board should include what it considers to be an appropriate number of independent members, taking into account the ownership structure. More than half of the shareholder representatives should be independent of the company and the Executive Board. A Supervisory Board member is independent of the company and its Executive Board if he or she has no personal or business relationship with the company or its Executive Board that could give rise to a material and not merely temporary conflict of interest.

Supervisory Board qualification matrix

Employee representatives

Role				Competences										Diversity						
Independence	Initial appointment	End of term (AGM)	Overboarding ¹	Industry	Functional								ESG			Year of birth	Nationality	Gender ²		
				Experience in Taste, Nutrition & Health, Scent & Care	Human Resources	General management	Production & raw materials	Financial expert	Quality /regulatory/ risk management	International experience	Innovation / R&D management	Executive position	IT & IT security expertise	Environmental	Social /safety at work/ health protection				Governance	
Jeannette Chiarlitti	No	2016	2026	No		✓		✓								✓	✓	1982	German	F
Harald Feist (Vice Chairman)	No	2013	2026	No	✓	✓		✓								✓	✓	1962	German	M
André Kirchhoff	Yes	2016	2026	No	✓	✓		✓								✓	✓	1965	German	M
Dr. Jakob Ley	No	2021	2026	No	✓			✓			✓					✓	✓	1967	German	M
Andrea Püttcher	No	2018	2026	No	✓	✓		✓								✓	✓	1977	German	F
Malte Lückert	Yes	2023	2026	No	✓	✓		✓								✓	✓	1988	German	M

Matrix in accordance with section C.1 of the German Corporate Governance Code 2022.

¹ In accordance with section C.4 & C.5 of the German Corporate Governance Code 2022.

² F = Female, M = Male.

Bernd Hirsch, who joined the Supervisory Board as a shareholder representative on May 16, 2018, is the first member to have previously been a member of the Executive Board. There was a period of two years, four months and 15 calendar days between the end of Mr. Hirsch's activity on the Executive Board and his election to the Supervisory Board. This satisfied the conditions of Section 100 (2) (4) of the German Stock Corporation Act (AktG) (the "cooling-off" period). Neutral and independent consulting and monitoring of the Executive Board continue to be ensured without restriction. With Mr. Hirsch and Mr. König, at least two independent members of the Supervisory Board and Auditing Committee also have expertise in the fields of auditing (Mr. Hirsch) and accounting (Mr. König).

Responsibility for and monitoring of sustainability-related risk management

Responsibly dealing with risks of all kinds has the utmost importance for the success of a company. For this reason, a comprehensive risk management system is a mandatory element of suitable corporate governance, with sustainability forming an integral part of corporate governance at Symrise. The topic of sustainability therefore falls directly under the responsibility of the Executive Board and has a dedicated department. The Executive Board is also responsible for appropriate risk management and risk control throughout the Group. The risk management system is constantly being developed and adapted to changing conditions.

A survey, assessment and classification of potential opportunities and risks, including in relation to sustainability, take place on a Group-wide basis twice a year – performed by the officers assigned to each risk class. These surveys are consolidated at the Group level and integrated into the risk report, which is the subject of the Auditing Committee's deliberations twice a year

and presented to the Supervisory Board in detail once a year. The risk management system at Symrise, as well as its security mechanisms, internal guidelines and monitoring instruments, is audited by the internal Group auditors without prior notice. Risks identified in this manner are immediately reported to the Executive Board. In the 2024 reporting year, the internal audit plan did not call for a routine audit of the risk management system.

The Executive Board develops the company's strategic direction, approves it with the Supervisory Board and is responsible for its implementation. The Executive Board provides the Supervisory Board with regular, prompt and comprehensive reports on all relevant issues of corporate planning and strategic development, on company performance, on the status of the Group, including a risk profile, and on risk management. The reporting of the Executive Board also covers the compliance management system, that is, the measures for adherence to legal regulations and internal corporate guidelines, and the risk management system.

The Corporate Sustainability department, which is directly accountable to the Executive Board, coordinates global sustainability management. Together with the business divisions involved, it develops guidelines and procedural instructions based on the global principles defined by the Executive Board and assesses compliance with legal requirements and obligations set by Symrise. Direct responsibility for the sustainability agenda lies with the Executive Board, which receives regular reports on the progress of all sustainability activities. The Chief Sustainability Officer (CSO) is responsible for developing and implementing the sustainability agenda and jointly with the Executive Board defines the targets in respect of footprint, innovation, sourcing and care, which apply throughout the Group. The comprehensive Sustainability Board sets sustainability targets, which are directly implemented in the respective divisions. The CSO reports directly to the Executive Board.

The Supervisory Board acts as a counterbalance and oversees the Executive Board's management activities. This oversight function is not only retrospective but also relates to providing advice to the Executive Board going forward. Executive Board management activities may not be transferred to the Supervisory Board, which oversees and advises the Executive Board in the management of the company and regularly discusses business development, planning, strategy and risks with the Executive Board. Our risk management system and our compliance management system serve to fulfill the organizational and supervisory duties of the Executive Board and the Supervisory Board.

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The risks and opportunities in respect of sustainability topics (ESG) have been an integral part of Symrise AG's existing risk management system for years and are also included in the half-yearly Group risk report. In addition to these opportunities and risks in relation to sustainability topics being presented and discussed in the Audit Committee, sustainability-related risks and opportunities at the segment level are discussed several times a year by the Sustainability Board, with packages of measures introduced as a cross-segment process to manage the corresponding risks. The CSO reports directly to the Executive Board on the progress of all sustainability-related activities.

At Symrise, the responsibility for human rights-related risks lies with the Executive Board. Symrise has introduced the role of Human Rights Officer within Corporate Sustainability. The incumbent reports directly to the CSO. Corporate Sustainability provides the Executive Board with information on the company's human rights status, its supply chains and any human rights risks that have been identified. With a view to realizing its own due diligence obligations, Symrise established the Responsible Sourcing Steering Committee (RSSC) in 2021, which is made up of representatives of the segments and Corporate Sustainability and which defines the strategy and procedures for implementation.

For further information on sustainability-related risk management, please see the explanations below in the section "Risk management and internal controls over sustainability reporting."

Consideration of impacts, risks and opportunities in corporate strategy and decisions on important transactions

With climate change progressing, the Symrise Group is exposed to physical (acute and chronic) and transition risks and opportunities that impact the global site and asset portfolio in different ways. The climate change impact analysis that is based on Symrise's existing production sites and covers various observation periods (short-, medium- and long-term) and different climate scenarios is of fundamental importance for Symrise's strategic planning and thus for its future business success and for securing its business model.

The insights gained from this analysis enable Symrise to proactively implement countermeasures as part of its efforts to effectively manage various adaptation and mitigation measures. The aim of these measures is to adapt existing production sites to the impacts of progressive climate change while actively reducing greenhouse gas emissions.

In addition to analyzing the risks and opportunities that climate change harbors for existing company-owned and leased sites, Symrise also conducts a climate change risk and opportunity analysis as a fundamental part of its planning process for new investments – no matter whether this planning relates to new production sites (greenfield projects), new warehouse locations or investments in existing sites. The findings of this analysis are incorporated into the overall economic assessment and thus into the decision-making process and the approval of the relevant project by the Executive Board and the Supervisory Board.

Symrise uses climate change impact analysis that includes various climate scenarios for strategic planning purposes.



Before accepting a new supplier as a business partner, the supplier is asked to accept and sign the Responsible Sourcing Policy.

Symrise has adopted a similar preventive process for research activities and when planning M&A projects, ensuring that the risks and opportunities associated with climate change are analyzed over different observation periods and in different scenarios so that the results can be taken into account. These analysis results are an integral part of the due diligence process for M&A activities and are therefore subject to approval by the Executive Board and Supervisory Board when M&A projects are being planned.

We expect our suppliers and business partners to respect fundamental human rights. Before accepting a new supplier as a business partner, the supplier is asked to accept and sign the Responsible Sourcing Policy, which serves as a Code of Conduct for suppliers. The policy encapsulates and specifies our requirements for the conduct of suppliers. SEDEX (Supplier Ethical Data Exchange) and EcoVadis are two international supplier assessment platforms that serve as valuable tools for identifying and evaluating potential inherent and specific sustainability risks. The results of evaluations feed into internal decision-making processes. In this way, we effectively prevent any possible negative impact on human rights. In the event that a specific adverse effect on human rights is established, we expect our suppliers to take suitable remedial measures.

Integration of sustainability-related performance in incentive schemes

In accordance with Section 87 (1) of the German Stock Corporation Act, the Supervisory Board decides on the remuneration system for the Executive Board and sets the remuneration of the individual Executive Board members. The Supervisory Board aligns remuneration to the sustainable and long-term development of the company.

The remuneration of the Executive Board members of Symrise AG consists of non-performance-related and performance-related components. Fixed remuneration includes a fixed salary and additional benefits (in the form of non-cash compensation, such as a company car that may also be used for private purposes) as well as the option to accrue a pension through a deferred compensation model. Performance-based remuneration components comprise one-year variable remuneration, referred to as the short-term incentive (STI), and multi-year variable remuneration, referred to as the Long Term Incentive Plan (LTIP). The STI takes the form of a target bonus with three financial performance criteria as well as strategic and ESG (Environment, Social, Governance) targets. The LTIP is a four-year performance share plan that considers not only financial performance criteria but also ESG targets. Each remuneration component is subject to a cap. In certain cases, variable remuneration components can be withheld or reclaimed (malus/clawback).

The annual bonus (STI) for 2024 is based on the specifications of the 2022 Executive Board remuneration system. An individual target amount for 100% target achievement is contractually agreed with each member of the Executive Board. The STI is based on financial performance criteria (80%) and non-financial performance criteria (20%).

Among the non-financial performance criteria, the Supervisory Board may include ESG targets or strategic targets. The relevant sustainability targets for the STI are

- for Dr. Heinz-Jürgen Bertram, Dr. Jörn Andreas, Dr. Stephanie Coßmann, Olaf Klinger and Dr. Jean-Yves Parisot: climate change/reduction of absolute greenhouse gas emissions (Scope 3) by 3% (weighting 10%);
- for Dr. Heinz-Jürgen Bertram, Dr. Jörn Andreas and Dr. Jean-Yves Parisot: safety/MAQ key figure (occupational accidents (>1 working day) x 1 million/working hours) below 2.2 (weighting 10%);
- for Olaf Klinger: CSRD reporting requirements, integrated report 2024 (weighting 10%);
- for Dr. Stephanie Coßmann: workforce/living wages for all employees throughout the company by 2030.

Further information on our remuneration system is available in our 2024 Remuneration Report.

By taking relevant ESG targets into account, the sustainability strategy is embedded in the remuneration system of the Executive Board. Implementation as a performance share plan incentivizes not only relative TSR development but also the absolute share price performance with the intention of further aligning the interests of the Executive Board and shareholders.

Statement on due diligence

Key elements of due diligence	Reference in these Sustainability Statements
Incorporation of due diligence into governance, strategy and business model	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies/consideration of impacts, risks and opportunities in corporate strategy and decisions on important transactions; integration of sustainability-related performance in incentive schemes; table of the most important opportunities, risks and impacts
Consultation of affected stakeholders at all key stages of the due diligence process	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies; interests and views of stakeholders
Identification and assessment of negative impacts	Double materiality assessment and determination of disclosure requirements; table of the most important opportunities, risks and impacts
Actions taken to address these negative impacts	See explanations in the topic-specific chapters of this Non-financial Group Report
Monitoring of the effectiveness of these efforts and communication	ESRS-compliant reporting on this aspect is still in development and will be implemented for the 2025 reporting year at the latest

Risk management and internal controls over sustainability reporting

ESG-related risk management, with its environmental, social and governance components, is an integral part of the established Group-wide risk management system. This means that sustainability-related risks are also evaluated within the scope of the twice-yearly risk reporting process. Symrise takes appropriate measures to ensure that the identified risks are managed and monitored. The individual risks are outlined under the respective “Environment,” “Human Resources” and “Compliance & Legal” risk categories. The results of the risk reporting process are incorporated into the updated double materiality assessment, among other things.

The Risk Management staff function in the Corporate Center coordinates risk identification across the Group. Risk reports are prepared at the level of the segments and corporate functions and are then combined at Group level to create a current overview of the risk situation. This Group risk report is submitted and presented to the Executive Board and the Auditing Committee of the Supervisory Board of Symrise AG twice a year, most recently in October 2024. The Chairman of the Auditing Committee then reports to the full Supervisory Board. In the Group risk report, potential risks are identified and classified according to their effect on profit (net method) as well as the likelihood of their occurrence. As part of this process, the committees and bodies outlined above critically assess whether appropriate measures are in place to manage and monitor the identified risks. The implementation of appropriate risk management measures for the identified risks is continuously monitored through an internal follow-up process that is carried out by the Risk Management staff function in collaboration with the relevant internal stakeholders. All ESG-related risks and measures are integrated into the outlined process. Further information on individual environmental, social and governance risks can be found in the topic-specific chapters of the Sustainability Statements.

In the 2024 fiscal year, work began on the project to establish, design and implement the internal control system with a view to reporting in reference to the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). The purpose and goals of the outlined control system are to ensure consistent and high-quality reporting. On the basis of the overarching environment, social and governance topics, work began to directly incorporate the associated control activities for selected ESRS subtopics classified as material into the relevant data collection processes, the calculation of the control KPIs and the IT systems. Successive enhancement of the control system is ensured on an ongoing basis.

In fiscal year 2024, work began on a project to develop and implement an internal control system for reporting in accordance with the CSRD and the ESRS. The aim of this system is to ensure that Symrise's reporting is consistent and of high quality. The Auditing Committee discusses the ICS as well as the compliance and risk management system in detail at the annual system meeting in order to monitor and ensure the adequacy and effectiveness of the systems.



Symrise's goal is to foster integrity and responsible conduct both in the company and in dealings with business partners.

Corporate culture

Symrise strives for commercial success while actively assuming responsibility for the environment, the climate, its employees and society as a whole. Our distinct corporate culture is based on the new values that our employees helped to define in the past fiscal year:

- **CARE TO LEAD:** Success begins with empathy and well-being. We support each other to give our best in a harmonious environment. We don't just lead; we want to make a difference.
- **COLLABORATE WITH INTENT:** We use our collective skills and create synergies, combining our strengths to reach new heights together. What we do goes far beyond teamwork. Rather, we harmonize our commitment to achieve our common goals.
- **EMBRACE SUSTAINABLE GROWTH:** By driving innovation and leveraging our collective expertise, we pave the way for greater efficiency, better performance and a more enriching experience for our customers. We don't just settle for growth; we relentlessly pursue excellence.
- **UNLOCK THE OPPORTUNITIES:** We don't wait for opportunities. We create them together. In an environment that fosters trust, fairness and foresight, we have the collective power to push boundaries.

Anti-corruption and anti-bribery

As a global player with a large number of supplier and customer relationships worldwide, Symrise is committed to ensuring that its employees act responsibly and with integrity, both within the company and in their dealings with business partners. We strive to maintain responsible relationships at all times and to avoid potential risks of corruption and bribery from the outset. Our goal is to avoid situations that might give rise to suspicions of corruption and to counteract potential violations early on. We call on all employees to actively contribute to the implementation of compliance requirements in their respective areas of responsibility.

Code of Conduct

Our anti-corruption principles are laid down in our Code of Conduct, which serves as a binding guideline for all employees. The code applies throughout the world, regardless of cultural differences, and governs how Symrise interacts with its most important partners. It ensures transparent and reliable processes. In the interest of the company and all employees, we investigate violations of this code immediately and eliminate the underlying causes.

The Symrise Code of Conduct is a legally binding ethical standard that must be followed by all employees, no matter their position, location, sector of activity or personal characteristics such as age, gender, language or culture. It guides our dealings with all of our company's relevant stakeholders: employees, customers, suppliers, shareholders, investors, neighbors, society, the government and its agencies, the media and interested

**The Corporate Center
coordinates the Group-
wide risk assessment.**

members of the public. Stakeholders are all individuals and organizations with a legitimate interest in our company and its activities and with whom or which we interact in a business context. The Symrise Code of Conduct governs all of the company's actions and is published on the corporate website: https://www.symrise.com/fileadmin/symrise/Corporate/Newsroom/Media_assets/Publications/Symrise_Code_of_Conducts_current.pdf.

Our Code of Conduct builds on the values and principles that guide us. By following it, we ensure that we treat everyone fairly and with respect, and that our conduct and business activities remain transparent, honest and open to scrutiny. It contains clear principles and guidelines on how to deal with conflicts of interest in order to ensure that business decisions are made without bias and in the best interests of the company. Symrise does not tolerate corruption in any form. It is strictly prohibited to accept or offer money or other benefits in order to gain competitive advantages. There are also clear rules concerning gifts and invitations: Under no circumstances may the offer of a gift or invitation be tied to any kind of consideration. Donations and sponsorships are a reflection of our social commitment and must always be transparent and consistent with our ethical standards.

If any of our employees believe that our Code of Conduct has been violated, they can contact the responsible compliance officer at their site or call our Integrity Hotline to report the matter anonymously and confidentially. Symrise is subject to the German Whistleblower Protection Act and therefore explicitly required to have an internal whistleblower system in place.

The code applies to all Symrise Group companies, with due consideration of the applicable national law. In countries where laws or regulations contain stricter or more far-reaching provisions than those set forth in the Code of Conduct, the former shall take precedence. Beyond that, there are also other policies

No confirmed cases of corruption were found at Symrise in 2024.



Symrise provides its employees with targeted compliance training opportunities in various departments.

related to sustainability, such as the “Statement on political involvement,” with which Symrise strives to prevent inappropriate political influence and ensure that its dialogue with public officials is transparent to the outside world. Symrise explicitly prohibits corrupt practices as a means of gaining advantages or political influence and always remains politically neutral. For those seeking further information, all sustainability-related policies are available at the following link: <https://www.symrise.com/sustainability/reports-policies-standards-audits/#our-sustainability-policies>

Compliance risk assessment

The Code of Conduct is a core element of our compliance management system. As part of our Group-wide risk management and risk controlling activities, we perform a survey, assessment and classification of potential risks, including compliance risks, on a Group-wide basis twice a year. These surveys are consolidated at the Group level and integrated into the risk report, which is the subject of the Auditing Committee's deliberations twice a year and presented to the Supervisory Board in detail once a year.

There were no confirmed cases of corruption at Symrise in 2024. No meaningful non-financial performance indicators are available in relation to bribery and corruption.

Compliance training

To ensure that all compliance requirements are consistently met, we regularly assess the need for training and offer targeted training courses in the areas of technical compliance, legal compliance and tax compliance. The content of these training courses is mainly taught through online formats, with some face-to-face training also offered. This allows us to reach more employees in a shorter period of time while also enabling flexible participation, so that employees can decide for themselves when and where they take the training. Tests at the end of the courses not only confirm successful participation, but also reveal whether the participants have understood the content.

When new employees join the company, we provide them with comprehensive training in the principles of our Code of Conduct, in addition to the job-specific requirements. Employees are expected to undergo training at specified intervals. The training is conducted every one to four years and may take the form of basic, refresher or specialized courses as needed.